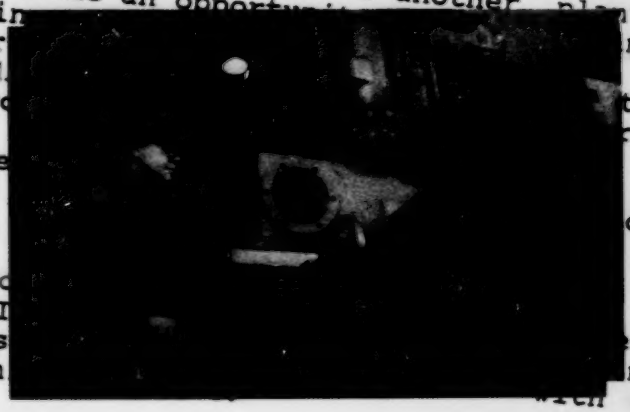
Saskatchewan Labour

Non-Wage Provisions in Saskatchewan Collective Agreements, 1991-92



Saskatchewan

Non-wage Provisions in Saskatchewan Collective Agreements 1991-92

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Foreword

This 19th publication in the series provides information on selected non-wage provisions in current collective agreements which fall under provincial jurisdiction. The study is based on agreements filed between September 1990 and April 1992.

Although the analysis is primarily designed for employer and labour negotiators, it may also interest those concerned with the scope of provincial industrial relations.

The report is intended to be timely, impartial and comprehensive, and comments and suggestions from users are welcomed.

The department appreciates the co-operation of labour and employer representatives in supplying agreements and other information used in the study.

Introduction

This publication reports on the analyses of selected non-wage provisions in collective agreements which are filed with the department under the terms of *The Trade Union Act.*

In addition to the detailed data tables which are divided into 16 major provision sections, the report includes a summary of prevalent provisions and trends, and three appendices which provide definitions, a provision index by section, and a list of agreements included in the study.

The data in the tables are presented in two ways - the number and per cent of agreements containing each provision, and the number and per cent of employees covered by the provision analyzed. The employee-based analysis is usually the more accurate indicator of prevailing employment practices and working conditions. If the two percentages are substantially different, the bargaining unit size is usually a major factor. For example, when the percentage of agreements is considerably higher than the percentage of employees, this is an indication that the provision is more prevalent in small bargaining units. If the percentage of employees is higher, then the provision is more popular in large units.

Statistics on average negotiated wage settlements in Saskatchewan collective agreements are published quarterly in the department's "Labour Report."

Inclusions and Exclusions

The 150 agreements in this sample study were randomly selected from agreements filed between September 1990 and April 1992. The selected agreements had expiry dates beyond July 31, 1990 and covered at least five full-time employees. Approximately half of the agreements filed during the reference period are included in the sample.

Excluded from the analysis are agreements under federal jurisdiction and teacher agreements which are covered by *The Education Act.*

The following tables show that the industry distribution of the agreements in the sample (Table A) is fairly representative of the industry distribution of all agreements in effect at June 1992 (Table B). A list of the agreements included in the sample can be found in Appendix C.

Table A
Industry Distribution of Agreements in the 1991-92 Sample

Industry	Agreements		Number of employees			
	Number	Percent	Full-time	Part-time	Total Number	Total Percent
Manufacturing	45	30.0	4,059	63	4,122	20.8
Educational service	24	16.0	1,009	407	1,416	7.2
Health and social service	17	11.3	2,509	3,737	6,246	31.5
Government service	15	10.0	2,563	101	2,664	13.5
Wholesale trade	10	6.7	273	22	295	1.5
Retail trade	8	5.3	263	492	755	3.8
Accommodation, food, beverage service	8	5.3	130	295	425	2.1
Mining	6	4.0	801	0	801	4.0
Construction	6	4.0	1,116	0	1,116	5.6
Other service	3	2.0	104	31	135	0.7
Finance, insurance, real estate	3	2.0	1,068	129	1,197	6.0
Business service	2	1.3	416	14	430	2.2
Transportation, storage	1	0.7	9	6	15	0.1
Agriculture and related service	1	0.7	12	0	12	0.1
Logging, forestry	1	0.7	90	84	174	0.9
Total	150	100.0	14,422	5,381	19,803	100.0

Table B
Industry Distribution of All Agreements* in Effect at June 1992

	Agreements		Total employees	
	Number	Percent	Number	Percent
Manufacturing	146	22.6	8,512	9.6
Health and social service	90	14.0	26,600	29.9
Educational service**	81	12.6	10,475	11.8
Government service	76	11.8	16,893	19.0
Construction†	57	8.8	2,670	3.0
Other service	45	7.0	753	0.8
Retail trade	33	5.1	6,285	7.1
Wholesale trade	30	4.7	1,293	1.5
Accommodation, food, beverage service	25	3.9	1,032	1.2
Mining	20	3.1	2,926	3.3
Business service	11	1.7	825	0.9
Finance, insurance, real estate	10	1.6	2,201	2.5
Communication and other utilities	9	1.4	7,959	9.0
Transportation, storage	9	1.4	255	0.3
Logging, forestry	2	0.3	219	0.2
Agriculture and related service	1	0.2	12	0.0††
Total	645	100.0	88,910	100.0

* Excludes federal jurisdiction agreements.
** Excludes teacher agreements (covered by *The Education Act*).
† The number of employees covered for most construction agreements is not available.
†† Less than 0.05 percent.

Limitations

(a) The agreements analyzed in the studies since 1984 comprise only a sample of all agreements filed during the reference period of each study. The smaller sample size in these studies may therefore produce trend discrepancies for some provisions. For example, one or two agreements in the sample covering large numbers of employees would skew the per cent distribution of employees in their favour. The trend fluctuations for low-frequency provisions may also be due to the sample size.

(b) Because some clauses are ambiguous or vague, the analysis of an agreement involves a certain degree of judgement and subjectivity. The interpretation the analyst places on the clause may therefore differ from the way in which it is actually applied. This is particularly evident when analysing provisions for part-time workers because agreements are often unclear in this area. As a result, we code the existence or application of these provisions only if specifically mentioned or clearly implied.

(c) Agreements do not always specify or contain the details of every working condition or benefit in the workplace. This is common in the area of health and welfare insurance and pension plans. Plans may exist without being mentioned in the agreement, and if mentioned, the details are frequently omitted.

(d) Some agreement provisions, such as premiums or vacation service requirements, may vary during the term of the agreement. In these cases, we code the option in effect at the end of the agreement term. Provisions may also vary by type of employee (i.e., full-time or part-time employees, office or plant employees, etc.), by job classification, or by a number of other factors. If this variance is not included in the coding options for the particular provision, the option affecting an identifiable majority of employees in the unit is coded.

Summary of Prevalent Provisions and Trends

(a) Hours of Work

The typical organized non-office employee in Saskatchewan in 1992 works 40 hours a week while the average office worker works less than 38 hours a week. More than half of the employees in the current study are covered by agreements which provide for 7-day continuous shifts, averaging schedules or unregulated hours, 12-hour shifts, and consecutive days of rest.

Recent trends and developments: Twelve-hour shift schedules and full-shift or eight-hour minimum reporting pay guarantees for full-time employees are increasing in popularity.

(b) Overtime and Premium Pay

The majority of organized employees are currently paid double time for overtime work on days of rest or holidays. The prevailing rate for overtime work on regular work days is the progressive rate of time and one-half for the first three hours of overtime, then double time. Most agreements provide for a minimum call-back guarantee of at least two hours' overtime pay if employees are called back to work overtime after they have left the workplace.

The majority of the employees in the current study have agreements which provide for second and third shift differentials, most of which range between 50 and 80 cents per hour. Higher-service pay, for temporarily doing the work of a higher-paid position, is commonplace, and the foremost minimum time requirement to qualify is one day or less.

Recent trends and developments: Recent advances in overtime call-back provisions include higher overtime rates for call-backs on days off or holidays, transportation and/or paid travel time to and from home, and no duties added to qualify for the minimum guarantee. Recent improvements in general overtime provisions include higher overtime rates for midnight shifts and payment of overtime on an actual-minute basis or in units of 15 or 30 minutes. Premiums for Saturday and Sunday work and for 12-hour shifts are increasingly popular.

(c) Holidays and Vacations

Most organized employees get 11 paid holidays annually. All but a few get Boxing Day and many get Easter Monday. Annual vacations of five and six weeks are common and the service requirements are frequently less than the legislated or traditional requirements of 10, 20 and 30 years' service for four, five and six weeks' vacation, respectively.

Recent trends and developments: There has been a gradual decline in provisions for vacation supplements and more limits are being placed on vacation carry-overs, ie. carry-over allowed after three years' service, then at subsequent three-year intervals, and cannot interfere with regular vacation schedules. An increasing number of agreements state that employees are not required to take vacation leave to avoid layoff. Provisions for personal floating holidays are increasing in popularity.

(d) Health and Welfare Plans

Nearly all organized employees have at least one of the three forms of sickness insurance coverage. The combination of a sick-leave credit plan with a long-term disability plan is currently the most popular. Annual sick-leave credits generally range between 15 and 18 days without a short-term insurance plan, with a maximum accumulation of 120 days. With a short-term plan, the standard annual credit to cover the waiting period is six to 12 days without accumulation. Many agreements stipulate that proof of illness may be required at any time.

Employers often pay the entire premium for short-term/weekly indemnity plans but they rarely pay more than 50 per cent of the premium for long-term disability (LTD) plans. The typical short-term plan provides for a weekly benefit of 70 per cent of an employee's regular wage for a maximum duration of 26 weeks. If available, the LTD plan would then activate. The usual waiting period for LTD plans is therefore 17 to 26 weeks and the benefit is generally 60 per cent of an employee's regular wage.

Almost all organized employees have an employer-paid life insurance plan, some form of retirement plan, and a substantial number now have employer-paid dental plans. Employer wage supplements to Workers' Compensation benefits, to 100 per cent of normal salary, are common, with the standard maximum duration of benefits being 52 weeks.

Recent trends and developments: Sickness insurance plans, both short-term and long-term, are increasingly replacing or supplementing sick-leave credit plans. Provisions to permit the use of sick-leave credits for family illness and to supplement sickness insurance benefits to 100% of normal salary are gradually appearing in agreements. The increase in long-term disability plans has resulted in a corresponding decrease in allowed sick-leave accumulation and has generally limited the payout of unused sick-leave credits to long-term employees on retirement.

An increasing number of agreements provide for early retirement incentives, optional and dependent life insurance, extended medical plans, vision-care plans, and RRSP's as retirement plans.

(e) **Leaves of Absence**

Organized employees generally get paid leave for bereavement or serious illness in the immediate family. Although three days' leave is standard for many employees, the amount of leave is often dependent on circumstances such as travel or family relationship. Almost all bereavement-leave clauses define 'immediate family' which generally includes relatives down to mother-/father-in-law, brother-/sister-in-law, grandparents and grandchildren. Curiously, a significant number of agreements do not include son-/daughter-in-law in the definition.

Many organized employees have access to compassionate or pressing necessity leave. If paid, the leaves are often deducted from sick-leave credits. Almost all have access to unpaid personal leaves of absence 'for good and sufficient reason' as well as pay supplements to full pay for witness and jury-duty leave.

Almost all organized employees have agreements with maternity-leave provisions and the majority have adoption and paternity-leave provisions. In most cases, there is no service requirement and seniority accumulates during the leaves. The predominant amount of adoption and maternity leave currently available is 26 weeks while the standard duration for paternity leave is currently between 7 and 12 weeks.

Recent trends and developments: Some bereavement-leave clauses now require proof of relationship and date of death, and many include common-law spouse (defined) in their definition of immediate family. A limited number of maternity-leave clauses now provide for paid or partly paid maternity leave, ie. the use of sick-leave credits for maternity leave extensions due to medical reasons and after UIC benefits have expired, or pay supplements to top up UIC benefits to normal salary.

Provisions that allow and control paid personal health-care leaves for doctor appointments are increasingly popular, the occasional agreement now permits the use of this leave for family appointments, and clauses which state that proof may be required are also on the rise.

(f) **Miscellaneous Provisions**

Most organized employees retain seniority and recall rights for a maximum period of 12 months after layoff. Bumping rights on layoff are commonplace, particularly in large bargaining units.

The majority of employees have agreements which provide for severance pay, especially for severance due to technological change. There is rarely any service requirement and payment is customarily calculated at one week's pay per year of service.

The majority of employees in the study have technological change clauses in their agreements. Most clauses provide for the legislated 90-day notice to the union of pending technological change as well as training or retraining.

The prevailing probationary period is three months, or the equivalent for part-time employees. Most employees have agreements with a

no-discrimination clause, an occupational health and safety clause and provide for a joint occupational health and safety committee.

Recent trends and developments: Although most employees are still covered by agreements with layoff notice clauses, the percentage of employees with termination notice clauses is considerably less and on the decline. An increasing number of employees (half in this study) have agreements with notices or pay in lieu that do not meet the minimum legislated requirements. Some agreements now include involuntary reduction of hours in their definition of layoff for purposes of notice and bumping rights.

Provisions which have shown strong upward trends include: the accumulation of seniority during layoffs and authorized leaves of absence; wage-rate protection for employees involuntarily transferred to lower-rated jobs due to job abolishment or technological change; minimum round-trip allowances for employees using their private vehicles for employer business; retroactive pay which is limited to employees at signing date; no-strike/-lockout clauses which also prohibit other collective action such as slowdowns or the withdrawal of normally provided services; and, no-discrimination clauses which include "by reason of" sexual orientation/preference.

Other emerging provisions of current interest include no-smoking clauses, harassment, parking, and occupational health and safety clauses which deal with VDTs, chemicals, and hazardous substances.

One provision which showed a considerable decrease from the last study was the provision for lump-sum payments or signing bonuses.

(g) Part-time Employees

Over 5,300 or 27 per cent of the employees covered by agreements in this year's study were reported as part-time employees. Although there have been gradual improvements every study year, the application of working conditions and proration of benefits for part-time employees is still unclear in many agreements. When specified, they often vary by type of part-time employee. In general terms, regular or permanent part-time employees have better working conditions and have access to more benefits than casual employees.

From the information available, we can assume that probationary periods, rest periods, and wage increments for most part-time employees are equivalent to those of full-time employees in relation to hours worked. They generally receive overtime pay after exceeding regular full-time hours as well as pro-rated sick-leave credits. They are rarely mentioned in clauses which deal with advance posting of work schedules or shift change notices and are often ineligible for long-term disability plans, bereavement leave, jury-duty supplements, and premiums.

Recent trends and developments: In order to protect the jobs of full-time employees, more and more agreements are restricting the employment or use of part-time workers. Here are some typical clauses:

- Part-time workers will not exceed 15 per cent of in-scope staff.
- The current number of full-time positions will be maintained.
- Full-time positions will not be split for the purpose of establishing part-time positions.
- Part-time workers will not be used to reduce the hours of work or overtime opportunities of full-time employees.
- No full-time employee will be laid off when part-time employees are retained.
- Part-time employees have no seniority rights over full-time employees.
- Students and temporary employees will not be used when regular employees are on layoff.
- Casual employees are limited to a specified number of hours in a specified period and cannot perform in-scope work.
- Part-time employees are reclassified to full-time if they work full-time hours for 13 consecutive weeks in one department.

Data Tables

S E C T I O N 1
COLLECTIVE AGREEMENT INFORMATION

FIELD 0010 TERM OF AGREEMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
LESS THAN 12 MONTHS	1	0.67	10	0.05
12 MONTHS	31	20.67	4,697	23.72
13 - 23 MONTHS	2	1.33	255	1.29
24 MONTHS (2 YEARS)	60	40.00	9,489	47.92
25-35 MONTHS	5	3.33	470	2.37
36 MONTHS (3 YEARS)	42	28.00	4,539	22.92
MORE THAN 3 YEARS	9	6.00	343	1.73
T O T A L	150	100.00	19,803	100.00

FIELD 0060 SIZE OF BARGAINING UNIT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
1 - 25 EMPLOYEES	77	51.33	1,616	8.16
26 - 50	24	16.00	1,302	6.57
51 - 100	24	16.00	2,186	11.04
101 - 200	8	5.33	1,316	6.65
201 - 500	12	8.00	3,999	20.19
501 - 1000	2	1.33	1,520	7.68
1001 - 5000	3	2.00	7,864	39.71
MORE THAN 5000	0	0.00	0	0.00
T O T A L	150	100.00	19,803	100.00

SECTION 2
MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 0100 MANAGEMENT RIGHTS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	32	21.33	3,637	18.37
WITHOUT RESIDUAL RIGHTS	77	51.33	13,572	68.54
WITH RESIDUAL RIGHTS	41	27.33	2,594	13.10
T O T A L	150	100.00	19,803	100.00

FIELD 0120 TYPE OF SHOP

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	4	2.67	137	0.69
UNION SHOP	24	16.00	3,650	18.43
MODIFIED UNION SHOP				
-WITHOUT RAND FORMULA CHECKOFF	39	26.00	3,130	15.81
-WITH RAND FORMULA CHECKOFF	80	53.33	12,410	62.67
OTHER	3	2.00	476	2.40
T O T A L	150	100.00	19,803	100.00

FIELD 0160 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGO

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	130	86.67	18,889	95.38
CROSS PICKET LINES	15	10.00	567	2.86
HOT CARGOES	1	0.67	11	0.06
BOTH	4	2.67	336	1.70
T O T A L	150	100.00	19,803	100.00

FIELD 0200 AGREEMENT DISTRIBUTION TO EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	111	74.00	10,765	54.36
COST OF REPRODUCTION:				
PAID BY EMPLOYER	11	7.33	1,673	8.45
PAID BY UNION	0	0.00	0	0.00
SHARED	7	4.67	423	2.14
NOT SPECIFIED	21	14.00	6,942	35.06
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	19,803	100.00

SECTION 3
EMPLOYEE SECURITY

A. SENIORITY

FIELD 1060 MAXIMUM RETENTION OF SENIORITY/ RECALL RIGHTS DURING LAYOFF

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	32	21.33	2,210	11.16
LESS THAN 6 MONTHS	1	0.67	162	0.82
6 MONTHS	16	10.67	909	4.59
7-11 MONTHS	5	3.33	147	0.74
12 MONTHS	59	39.33	11,614	58.65
13 - 23 MONTHS	14	9.33	1,185	5.98
24 MONTHS	14	9.33	2,168	10.95
MORE THAN 24 MONTHS	3	2.00	561	2.83
MAXIMUM NOT SPECIFIED	5	3.33	831	4.20
OTHER	1	0.67	16	0.08
T O T A L	150	100.00	19,803	100.00

FIELD 1070 TIME LIMIT TO EXERCISE BUMPING RIGHTS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	101	67.33	7,122	35.96
LESS THAN 5 WORKING DAYS	0	0.00	0	0.00
5 DAYS (1 WEEK)	7	4.67	402	2.03
MORE THAN 5 DAYS	7	4.67	1,441	7.28
NOT SPECIFIED	32	21.33	10,308	52.05
OTHER	3	2.00	530	2.68
T O T A L	150	100.00	19,803	100.00

FIELD 1140 MAXIMUM RETENTION OF SENIORITY RIGHTS ON PERMANENT APPOINTMENT TO OUT-OF-SCOPE POSITION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	95	63.33	6,627	33.46
LESS THAN 6 MONTHS	9	6.00	5,900	29.79
6 MONTHS	10	6.67	1,520	7.68
7-11 MONTHS	1	0.67	53	0.27
12 MONTHS	16	10.67	2,081	10.51
MORE THAN 12 MONTHS	2	1.33	45	0.23
INDEFINITE/NO MAXIMUM	12	8.00	2,134	10.78
OTHER	5	3.33	1,443	7.29
T O T A L	150	100.00	19,803	100.00

B. JOB PROTECTION & RELATED PROVISIONS

FIELD 1500 MINIMUM PROBATIONARY PERIOD FOR NEW EMPLOYEES (CALENDAR DAYS)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	9	6.00	1,063	5.37
LESS THAN 60 DAYS	18	12.00	1,545	7.80
60 DAYS (2 MONTHS)	6	4.00	223	1.13
61-89 DAYS	5	3.33	1,333	6.73
90 DAYS (3 MONTHS)	59	39.33	8,885	44.87
91-179 DAYS	17	11.33	1,110	5.61
180 DAYS (6 MONTHS)	17	11.33	842	4.25
181-364 DAYS	3	2.00	210	1.06
365 DAYS (12 MONTHS)	9	6.00	2,717	13.72
VARIES BY CLASSIFICATION	6	4.00	1,827	9.23
OTHER	1	0.67	48	0.24
T O T A L	150	100.00	19,803	100.00

FIELD 1505 **MINIMUM PROBATIONARY PERIOD FOR PART-TIME EMPLOYEES**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED/SPECIFIED	118	78.67	10,359	52.31
EQUIVALENT TO FULL-TIME EMPLOYEES IN HOURS/DAYS WORKED	19	12.67	8,723	44.05
LESS THAN FULL-TIME EQUIVALENT	6	4.00	416	2.10
MORE THAN FULL-TIME EQUIVALENT	1	0.67	75	0.38
OTHER	6	4.00	230	1.16
T O T A L	150	100.00	19,803	100.00

FIELD 1510 **MINIMUM TRIAL PERIOD ON PROMOTION, TRANSFER, RECLASSIFICATION, ETC. (CALENDAR DAYS)**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	55	36.67	4,944	24.97
LESS THAN 60 DAYS	33	22.00	3,236	16.34
60 DAYS (2 MONTHS)	12	8.00	6,273	31.68
61-89 DAYS	5	3.33	208	1.05
90 DAYS (3 MONTHS)	28	18.67	2,030	10.25
91-179 DAYS	2	1.33	30	0.15
180 DAYS (6 MONTHS)	10	6.67	1,208	6.10
181-364 DAYS	1	0.67	1,291	6.52
365 DAYS (12 MONTHS)	0	0.00	0	0.00
VARIES BY CLASSIFICATION	3	2.00	552	2.79
OTHER	1	0.67	31	0.16
T O T A L	150	100.00	19,803	100.00

FIELD 1520 **NOTICE OF LAYOFF**

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	45	30.00	5,773	29.15
LESS THAN LEGISLATION	26	17.33	3,675	18.56
SAME AS LEGISLATION	38	25.33	1,719	8.68
BETTER THAN LEGISLATION	13	8.67	2,278	11.50
STATES 'ACCORDING TO LEGISLATION'	25	16.67	6,278	31.70
OTHER	3	2.00	80	0.40
T O T A L	150	100.00	19,803	100.00

FIELD 1525 A) MINIMUM NOTICE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION/NOT SPECIFIED	61	40.67	6,378	32.21
LESS THAN ONE WEEK	1	0.67	760	3.84
1 WEEK	65	43.33	5,083	25.67
2 WEEKS	10	6.67	249	1.26
3 WEEKS	1	0.67	16	0.08
4 WEEKS (1 MONTH)	10	6.67	7,295	36.84
MORE THAN 4 WEEKS	1	0.67	15	0.08
OTHER	1	0.67	7	0.04
T O T A L	150	100.00	19,803	100.00

FIELD 1530 B) MAXIMUM NOTICE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION/NOT SPECIFIED	61	40.67	6,378	32.21
1 WEEK	19	12.67	2,663	13.45
2 WEEKS	3	2.00	87	0.44
3 WEEKS	3	2.00	511	2.58
4 WEEKS (1 MONTH)	2	1.33	421	2.13
5-7 WEEKS	0	0.00	0	0.00
8 WEEKS (LEGISLATION)	50	33.33	3,631	18.34
MORE THAN 8 WEEKS	1	0.67	62	0.31
STATES 'ACCORDING TO LEGISLATION'	10	6.67	6,043	30.52
OTHER	1	0.67	7	0.04
T O T A L	150	100.00	19,803	100.00

FIELD 1535 C) MINIMUM DURATION OF LAYOFF BEFORE NOTICE APPLIES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION/NOT SPECIFIED	119	79.33	15,281	77.17
LESS THAN 6 DAYS	13	8.67	2,802	14.15
6 DAYS (LEGISLATION)	15	10.00	1,400	7.07
MORE THAN 6 DAYS	0	0.00	0	0.00
STATES 'ACCORDING TO LEGISLATION'	0	0.00	0	0.00
OTHER	3	2.00	320	1.62
T O T A L	150	100.00	19,803	100.00

FIELD 1540 NOTICE OF TERMINATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	76	50.67	13,005	65.67
LESS THAN LEGISLATION	25	16.67	2,578	13.02
SAME AS LEGISLATION	29	19.33	1,099	5.55
BETTER THAN LEGISLATION	8	5.33	817	4.13
STATES 'ACCORDING TO LEGISLATION'	12	8.00	2,304	11.63
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	19,803	100.00

FIELD 1545 A) MINIMUM NOTICE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION/NOT SPECIFIED	86	57.33	14,784	74.66
LESS THAN ONE WEEK	1	0.67	12	0.06
1 WEEK	41	27.33	2,483	12.54
2 WEEKS	9	6.00	769	3.88
3 WEEKS	1	0.67	16	0.08
4 WEEKS (1 MONTH)	12	8.00	1,739	8.78
MORE THAN 4 WEEKS	0	0.00	0	0.00
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	19,803	100.00

FIELD 1550 B) MAXIMUM NOTICE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	87	58.00	14,796	74.72
1 WEEK	9	6.00	750	3.79
2 WEEKS	6	4.00	458	2.31
3 WEEKS	2	1.33	150	0.76
4 WEEKS (1 MONTH)	8	5.33	1,445	7.30
5-7 WEEKS	0	0.00	0	0.00
8 WEEKS (LEGISLATION)	35	23.33	2,003	10.11
MORE THAN 8 WEEKS	1	0.67	62	0.31
STATES 'ACCORDING TO LEGISLATION'	2	1.33	139	0.70
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	19,803	100.00

FIELD 1560 WAGE INCREMENTS FOR PART-TIME EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	126	84.00	9,842	49.70
PROVISION	24	16.00	9,961	50.30
T O T A L	150	100.00	19,803	100.00

FIELD 1570 RESTRICTION ON EMPLOYMENT/USE OF PART-TIME WORKERS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	104	69.33	8,675	43.81
PROVISION	46	30.67	11,128	56.19
T O T A L	150	100.00	19,803	100.00

FIELD 1575 RESTRICTION ON LENGTH OF TEMPORARY APPOINTMENTS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	125	83.33	15,326	77.39
LESS THAN 6 MONTHS	10	6.67	1,428	7.21
6 MONTHS	10	6.67	2,487	12.56
7-11 MONTHS	0	0.00	0	0.00
12 MONTHS	3	2.00	507	2.56
MORE THAN 12 MONTHS	1	0.67	26	0.13
OTHER	1	0.67	29	0.15
T O T A L	150	100.00	19,803	100.00

FIELD 1600 ALTERNATE WORK FOR DISABLED OR OLDER EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	95	63.33	13,608	68.72
DISABLED EMPLOYEES	46	30.67	5,857	29.58
OLDER EMPLOYEES	0	0.00	0	0.00
BOTH	9	6.00	338	1.71
T O T A L	150	100.00	19,803	100.00

FIELD 1660 RESTRICTION ON WORK BY NON-BARGAINING UNIT EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	83	55.33	14,623	73.84
PROVISION	67	44.67	5,180	26.16
T O T A L	150	100.00	19,803	100.00

FIELD 1680 CONTRACTING OUT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	93	62.00	12,662	63.94
PROHIBITED IF:				
1 RESULTS IN LAYOFF/TERMINATION OF PERMANENT/FULL-TIME EMPLOYEES	21	14.00	2,931	14.80
2 RESULTS IN REDUCED HOURS/PAY	0	0.00	0	0.00
3 PREVENTS CALLBACK OF EMPLOYEES ON LAYOFF	0	0.00	0	0.00
4 OTHER	11	7.33	395	1.99
COMBINATION OF 1 & 2	3	2.00	313	1.58
1 & 3	1	0.67	17	0.09
1 & 4	3	2.00	189	0.95
OTHER COMBINATIONS	3	2.00	373	1.88
PERMITTED: WITH RESTRICTIONS/ ON MUTUAL AGREEMENT	9	6.00	1,742	8.80
WITHOUT RESTRICTIONS	4	2.67	341	1.72
OTHER	2	1.33	840	4.24
T O T A L	150	100.00	19,803	100.00

FIELD 1700 NO DISCRIMINATION CLAUSE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	36	24.00	5,018	25.34
PROVISION	114	76.00	14,785	74.66
T O T A L	150	100.00	19,803	100.00

BY REASON OF:

FIELD 1730 (GROUP A)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1730 AGE	56	37.33	8,626	43.56
1731 RACE/ETHNIC ORIGIN/ANCESTRY	88	58.67	12,799	64.63
1732 CREED	76	50.67	4,853	24.51
1733 COLOUR	82	54.67	6,832	34.50
1734 NATIONAL ORIGIN/PLACE OF ORIGIN	65	43.33	4,526	22.86
1735 POLITICAL AFFILIATION/BELIEFS	59	39.33	4,486	22.65
1736 RELIGIOUS AFFILIATION/BELIEFS	71	47.33	11,278	56.95
1737 SEX/GENDER	87	58.00	12,879	65.04
1738 MARITAL STATUS	47	31.33	9,897	49.98
1739 UNION MEMBERSHIP/NON-MEMBERSHIP	79	52.67	11,729	59.23
1740 UNION ACTIVITY/NON-ACTIVITY	74	49.33	11,456	57.85

FIELD 1750 (GROUP B)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
1750 PLACE OF RESIDENCE	18	12.00	755	3.81
1751 PHYSICAL HANDICAP/DISABILITY	17	11.33	3,151	15.91
1752 POLITICAL ACTIVITY	3	2.00	56	0.28
1753 SEXUAL ORIENTATION/PREFERENCE	15	10.00	6,495	32.80
1754 FAMILY RELATIONSHIP	4	2.67	85	0.43
1755 PARENTAL STATUS	2	1.33	43	0.22
1756 LAWFUL UNION ACTIVITY	4	2.67	980	4.95
1757 ANY REASON/'ANY OTHER REASON'	11	7.33	937	4.73
1758 STATES 'ACCORDING TO LEGISLATION'	2	1.33	209	1.06
1759 OTHER	9	6.00	630	3.18

SECTION 4
GRIEVANCE PROCEDURE

FIELD 2100 ARBITRATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION/NOT SPECIFIED	0	0.00	0	0.00
SINGLE ARBITRATOR	31	20.67	3,370	17.02
ARBITRATION BOARD (TRIPARTITE)	82	54.67	12,737	64.32
CHOICE OF ALTERNATIVES	21	14.00	2,639	13.33
STATES 'ACCORDING TO LEGISLATION'	13	8.67	521	2.63
OTHER	3	2.00	536	2.71
T O T A L	150	100.00	19,803	100.00

FIELD 2120 SPECIFIC ARBITRATORS OR CHAIRPERSON

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	123	82.00	16,491	83.28
NAMED IN AGREEMENT	24	16.00	2,830	14.29
LIST MENTIONED, NAME(S) NOT SPECIFIED	3	2.00	482	2.43
T O T A L	150	100.00	19,803	100.00

FIELD 2130 NO-STRIKE/NO-LOCKOUT CLAUSE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	50	33.33	7,070	35.70
APPLIES DURING TERM OF AGREEMENT (LEGISLATION)	89	59.33	11,491	58.03
ALSO APPLIES WHILE NEGOTIATING SUBSEQUENT AGREEMENT	11	7.33	1,242	6.27
T O T A L	150	100.00	19,803	100.00

FIELD 2135 RESTRICTION ON OTHER COLLECTIVE ACTION THAT WOULD INTERFERE WITH NORMAL WORK OR PRODUCTION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	64	42.67	7,619	38.47
1 NO SLOWDOWN	9	6.00	5,670	28.63
2 NO STRIKE VOTE	0	0.00	0	0.00
3 OTHER	11	7.33	1,078	5.44
1 & 2	0	0.00	0	0.00
1 & 3	65	43.33	4,676	23.61
2 & 3	0	0.00	0	0.00
1, 2 & 3	1	0.67	760	3.84
T O T A L	150	100.00	19,803	100.00

FIELD 2140 DURATION OF ADVERSE REPORTS ON EMPLOYEE RECORDS (NO SUBSEQUENT REPORTS)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	99	66.00	9,240	46.66
LESS THAN 12 MONTHS	4	2.67	442	2.23
12 MONTHS	19	12.67	2,337	11.80
13 TO 23 MONTHS	6	4.00	440	2.22
24 MONTHS	10	6.67	310	1.57
25 TO 35 MONTHS	0	0.00	0	0.00
36 MONTHS	4	2.67	5,990	30.25
MORE THAN 36 MONTHS	2	1.33	777	3.92
OTHER	6	4.00	267	1.35
T O T A L	150	100.00	19,803	100.00

S E C T I O N 5
HOURS OF WORK

AVERAGE/NORMAL WEEKLY HOURS:
FIELD 2540 (A) NON-OFFICE EMPLOYEES

	AGREEMENTS NO.	%
NOT MENTIONED/SPECIFIED	1	0.67
LESS THAN 36 HOURS	8	5.33
36:00-36:59	5	3.33
37:00-37:59	11	7.33
38:00-38:59	2	1.33
39:00-39:59	2	1.33
40 HOURS	108	72.00
MORE THAN 40 HOURS	5	3.33
NOT APPLICABLE	7	4.67
OTHER	1	0.67
T O T A L	150	100.00

FIELD 2600 (B) OFFICE EMPLOYEES

	AGREEMENTS NO.	%
NOT MENTIONED/SPECIFIED	2	1.33
LESS THAN 36 HOURS	12	8.00
36:00-36:59	8	5.33
37:00-37:59	21	14.00
38:00-38:59	2	1.33
39:00-39:59	2	1.33
40 HOURS	21	14.00
MORE THAN 40 HOURS	0	0.00
NOT APPLICABLE	81	54.00
OTHER	1	0.67
T O T A L	150	100.00

FIELD 2620 UNCONVENTIONAL WORK SCHEDULES

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
2620	7-DAY/CONTINUOUS SHIFT OPERATION	40	26.67	10,354	52.29
	OTHER SHIFT WORK:				
2621	NIGHT WORK/SHIFTS	57	38.00	5,674	28.65
2622	SATURDAY WORK	39	26.00	4,017	20.28
2623	SUNDAY WORK	29	19.33	3,455	17.45
2624	AVERAGING SCHEDULE/ UNREGULATED HOURS	25	16.67	9,987	50.43
2625	SPLIT SHIFTS	10	6.67	722	3.65
2626	FLEX TIME	5	3.33	947	4.78
	COMPRESSED:				
2627	5-4	5	3.33	2,092	10.56
2628	5-5-4	7	4.67	3,150	15.91
2629	10-HOUR SHIFTS	26	17.33	3,051	15.41
2630	12-HOUR SHIFTS	22	14.67	10,910	55.09
2631	OTHER BANKING SCHEDULE	19	12.67	7,266	36.69
	DAYS OF REST:				
2632	ONE DAY IN SEVEN	3	2.00	209	1.06
2633	2 DAYS IN SEVEN	2	1.33	37	0.19
2634	CONSECUTIVE	41	27.33	10,657	53.82
2635	CONSECUTIVE, ONE IS SUNDAY	12	8.00	1,790	9.04

FIELD 2650 ADVANCE POSTING OF CONFIRMED WORK SCHEDULES (FULL-TIME EMPLOYEES)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	106	70.67	11,016	55.63
LESS THAN ONE WEEK	12	8.00	712	3.60
1 WEEK (7 CALENDAR DAYS)	5	3.33	1,019	5.15
2 WEEKS	15	10.00	6,460	32.62
3 WEEKS	1	0.67	20	0.10
4 WEEKS	1	0.67	24	0.12
MORE THAN 4 WEEKS	0	0.00	0	0.00
NOT SPECIFIED	9	6.00	497	2.51
OTHER	1	0.67	55	0.28
T O T A L	150	100.00	19,803	100.00

FIELD 2660 SHIFT-CHANGE NOTICE:
A) FULL-TIME EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	110	73.33	9,417	47.55
LESS THAN 24 HOURS	2	1.33	419	2.12
24 HOURS	12	8.00	991	5.00
25-35 HOURS	0	0.00	0	0.00
36 HOURS	0	0.00	0	0.00
37-47 HOURS	1	0.67	162	0.82
48 HOURS	13	8.67	1,477	7.46
MORE THAN 48 HOURS	8	5.33	1,048	5.29
OTHER	4	2.67	6,289	31.76
T O T A L	150	100.00	19,803	100.00

FIELD 2670 B) PART-TIME EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	144	96.00	13,284	67.08
LESS THAN 12 HOURS	1	0.67	63	0.32
12 HOURS	0	0.00	0	0.00
13-23 HOURS	0	0.00	0	0.00
24 HOURS	3	2.00	655	3.31
MORE THAN 24 HOURS	2	1.33	5,801	29.29
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	19,803	100.00

FIELD 2680 DAILY PAID REST PERIODS (COFFEE BREAKS)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	40	26.67	4,052	20.46
TWO 10 MIN BREAKS	17	11.33	1,645	8.31
15 MIN BREAKS	82	54.67	12,529	63.27
20 MIN BREAKS	1	0.67	14	0.07
OTHER	4	2.67	1,011	5.11
NOT SPECIFIED	6	4.00	552	2.79
T O T A L	150	100.00	19,803	100.00

FIELD 2700 REST PERIOD(S) BEFORE/DURING OVERTIME

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	112	74.67	10,136	51.18
PROVISION	38	25.33	9,667	48.82
T O T A L	150	100.00	19,803	100.00

FIELD 2740 MINIMUM REPORTING PAY GUARANTEE:
A) FULL-TIME EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	74	49.33	6,536	33.01
LESS THAN 3 HOURS	6	4.00	558	2.82
3 HOURS (LEGISLATION)	13	8.67	829	4.19
4 HOURS (1/2 SHIFT)	42	28.00	4,830	24.39
5-7 HOURS	0	0.00	0	0.00
8 HOURS/FULL SHIFT	7	4.67	6,196	31.29
OTHER	8	5.33	854	4.31
T O T A L	150	100.00	19,803	100.00

FIELD 2760 B) PART-TIME EMPLOYEES (EXCL STUDENTS ON SCHOOL DAYS)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	140	93.33	17,791	89.84
LESS THAN 3 HOURS	0	0.00	0	0.00
3 HOURS (LEGISLATION)	6	4.00	1,785	9.01
4 HOURS	3	2.00	180	0.91
MORE THAN 4 HOURS	0	0.00	0	0.00
OTHER	1	0.67	47	0.24
T O T A L	150	100.00	19,803	100.00

SECTION 6
OVERTIME PAY

FIELD 3000 REGULAR/DAILY OVERTIME RATE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION/NOT SPECIFIED/ NOT APPLICABLE	8	5.33	239	1.21
TIME AND ONE-HALF (LEGISLATION)	57	38.00	2,710	13.68
DOUBLE TIME	16	10.67	5,242	26.47
MORE THAN DOUBLE TIME	1	0.67	31	0.16
TIME AND ONE-HALF THEN DOUBLE				
AFTER: LESS THAN 2 HOURS	1	0.67	9	0.05
2 HOURS	19	12.67	2,139	10.80
3 HOURS	20	13.33	6,947	35.08
4 HOURS	25	16.67	1,626	8.21
MORE THAN 4 HOURS	2	1.33	767	3.87
OTHER	1	0.67	93	0.47
T O T A L	150	100.00	19,803	100.00

RATE (IF OTHER THAN REGULAR RATE):

FIELD 3010 A) ON SATURDAY OR FIRST DAY OF REST

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION/NOT SPECIFIED/ NOT APPLICABLE	94	62.67	8,311	41.97
TIME AND ONE-HALF (LEGISLATION)	12	8.00	1,614	8.15
DOUBLE TIME	24	16.00	8,065	40.73
MORE THAN DOUBLE TIME	0	0.00	0	0.00
TIME AND ONE-HALF THEN DOUBLE				
AFTER: LESS THAN 2 HOURS	0	0.00	0	0.00
2 HOURS	2	1.33	92	0.46
3 HOURS	0	0.00	0	0.00
4 HOURS	6	4.00	675	3.41
MORE THAN 4 HOURS	11	7.33	1,022	5.16
OTHER	1	0.67	24	0.12
T O T A L	150	100.00	19,803	100.00

FIELD 3020 B) ON SUNDAY OR SECOND DAY OF REST

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION/NOT SPECIFIED/ NOT APPLICABLE	78	52.00	7,494	37.84
TIME AND ONE-HALF (LEGISLATION)	3	2.00	291	1.47
DOUBLE TIME	64	42.67	11,744	59.30
MORE THAN DOUBLE TIME	1	0.67	66	0.33
TIME AND ONE-HALF THEN DOUBLE				
AFTER: LESS THAN 2 HOURS	0	0.00	0	0.00
2 HOURS	0	0.00	0	0.00
3 HOURS	0	0.00	0	0.00
4 HOURS	2	1.33	78	0.39
MORE THAN 4 HOURS	1	0.67	7	0.04
OTHER	1	0.67	123	0.62
T O T A L	150	100.00	19,803	100.00

FIELD 3030 C) ON PAID HOLIDAYS (UNSCHEDULED)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION/NOT SPECIFIED/ NOT APPLICABLE	76	50.67	7,850	39.64
TIME AND ONE-HALF (LEGISLATION)	33	22.00	2,250	11.36
DOUBLE TIME	35	23.33	9,575	48.35
MORE THAN DOUBLE TIME	1	0.67	5	0.03
TIME AND ONE-HALF THEN DOUBLE				
AFTER: LESS THAN 2 HOURS	0	0.00	0	0.00
2 HOURS	0	0.00	0	0.00
3 HOURS	0	0.00	0	0.00
4 HOURS	0	0.00	0	0.00
MORE THAN 4 HOURS	3	2.00	38	0.19
OTHER	2	1.33	85	0.43
T O T A L	150	100.00	19,803	100.00

FIELD 3070 NO SUSPENSION OF WORK DURING REGULAR HOURS TO AVOID PAYMENT OF OVERTIME

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	111	74.00	16,760	84.63
PROVISION	39	26.00	3,043	15.37
T O T A L	150	100.00	19,803	100.00

FIELD 3080 CHOICE OF TIME OFF OR PAY AT APPLICABLE OVERTIME RATES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	113	75.33	8,418	42.51
PROVISION	37	24.67	11,385	57.49
T O T A L	150	100.00	19,803	100.00

FIELD 3140 MEAL OR MEAL ALLOWANCE ON OVERTIME, CALLBACK, ETC.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	92	61.33	12,926	65.27
LESS THAN $4	2	1.33	46	0.23
$4 TO $4.99	1	0.67	29	0.15
$5 TO $5.99	9	6.00	429	2.17
$6 TO $6.99	7	4.67	1,047	5.29
$7 TO $7.99	9	6.00	819	4.14
$8 TO $8.99	6	4.00	940	4.75
$9.00 OR MORE	2	1.33	179	0.90
MEAL PROVIDED, VALUE NOT SPECIFIED	21	14.00	3,358	16.96
OTHER	1	0.67	30	0.15
T O T A L	150	100.00	19,803	100.00

CALL-BACK:

FIELD 3150 A) PAY GUARANTEE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	49	32.67	3,045	15.38
GREATER OF OVERTIME RATE OR:				
3 HOURS	6	4.00	173	0.87
4 HOURS	17	11.33	4,360	22.02
2 HOURS	3	2.00	153	0.77
3 HOURS	8	5.33	206	1.04
4 HOURS	3	2.00	950	4.80
2 HOURS AT OVERTIME RATES	21	14.00	7,853	39.66
3 HOURS AT OVERTIME RATES	22	14.67	1,266	6.39
4 HOURS AT OVERTIME RATES	11	7.33	884	4.46
OTHER	10	6.67	913	4.61
T O T A L	150	100.00	19,803	100.00

FIELD 3155 B) EMPLOYEE FREE TO LEAVE WHEN EMERGENCY IS OVER

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION/NOT SPECIFIED	130	86.67	17,236	87.04
PROVISION	20	13.33	2,567	12.96
T O T A L	150	100.00	19,803	100.00

FIELD 3160 TRANSPORTATION/ALLOWANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	130	86.67	12,356	62.39
FOR CALL-BACK/OVERTIME	14	9.33	6,975	35.22
FOR CERTAIN SHIFTS/HOURS	4	2.67	105	0.53
BOTH	2	1.33	367	1.85
T O T A L	150	100.00	19,803	100.00

FIELD 3500 SECOND SHIFT DIFFERENTIAL

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	64	42.67	3,025	15.28
CENTS PER HOUR:				
LESS THAN 30	8	5.33	661	3.34
30-39	7	4.67	552	2.79
40-49	16	10.67	1,569	7.92
50-59	25	16.67	4,206	21.24
60-69	9	6.00	950	4.80
70-79	5	3.33	5,975	30.17
80-89	3	2.00	437	2.21
90-99	1	0.67	89	0.45
1.00-1.24	0	0.00	0	0.00
1.25-1.49	1	0.67	11	0.06
1.50 OR MORE	1	0.67	270	1.36
FLAT AMOUNT	6	4.00	1,808	9.13
OTHER	4	2.67	250	1.26
T O T A L	150	100.00	19,803	100.00

FIELD 3505 THIRD SHIFT DIFFERENTIAL

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	69	46.00	3,175	16.03
CENTS PER HOUR:				
LESS THAN 30	3	2.00	70	0.35
30-39	7	4.67	925	4.67
40-49	13	8.67	1,403	7.08
50-59	22	14.67	4,117	20.79
60-69	8	5.33	792	4.00
70-79	9	6.00	6,229	31.45
80-89	2	1.33	80	0.40
90-99	1	0.67	89	0.45
1.00-1.24	1	0.67	86	0.43
1.25-1.49	2	1.33	408	2.06
1.50 OR MORE	2	1.33	281	1.42
FLAT AMOUNT	7	4.67	1,898	9.58
OTHER	4	2.67	250	1.26
T O T A L	150	100.00	19,803	100.00

FIELD 3510 SUNDAY WORK PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	118	78.67	9,712	49.04
CENTS PER HOUR:				
LESS THAN 30	1	0.67	17	0.09
30-39	3	2.00	5,869	29.64
40-49	1	0.67	75	0.38
50-59	1	0.67	21	0.11
60-69	2	1.33	376	1.90
70-79	1	0.67	760	3.84
80-89	2	1.33	76	0.38
90-99	0	0.00	0	0.00
1.00-1.24	3	2.00	265	1.34
1.25-1.49	0	0.00	0	0.00
1.50 OR MORE	6	4.00	855	4.32
FLAT AMOUNT	3	2.00	534	2.70
OTHER	9	6.00	1,243	6.28
T O T A L	150	100.00	19,803	100.00

FIELD 3515 SATURDAY WORK PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	132	88.00	10,116	51.08
CENTS PER HOUR:				
LESS THAN 30	1	0.67	17	0.09
30-39	5	3.33	5,969	30.14
40-49	1	0.67	17	0.09
50-59	2	1.33	781	3.94
60-69	0	0.00	0	0.00
70-79	0	0.00	0	0.00
80-89	0	0.00	0	0.00
90-99	0	0.00	0	0.00
1.00-1.24	1	0.67	28	0.14
1.25-1.49	2	1.33	118	0.60
1.50 OR MORE	0	0.00	0	0.00
FLAT AMOUNT	1	0.67	412	2.08
OTHER	5	3.33	2,345	11.84
T O T A L	150	100.00	19,803	100.00

FIELD 3560 HIGHER-SERVICE PAY:
MINIMUM TIME REQUIREMENT TO QUALIFY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	34	22.67	2,268	11.45
NO MINIMUM SPECIFIED	39	26.00	2,644	13.35
LESS THAN ONE DAY	29	19.33	4,185	21.13
ONE DAY/SHIFT	13	8.67	6,459	32.62
TWO DAYS	4	2.67	99	0.50
THREE DAYS	6	4.00	749	3.78
MORE THAN THREE DAYS	16	10.67	2,345	11.84
OTHER	9	6.00	1,054	5.32
T O T A L	150	100.00	19,803	100.00

FIELD 3701 MISCELLANEOUS PREMIUMS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
3701 RESPONSIBILITY (LEAD/CHARGE HAND, ACTING FOREMAN/ SUPERVISOR,ETC)	41	27.33	9,332	47.12
3702 STAND-BY/ON-CALL	22	14.67	10,117	51.09
3703 HAZARDOUS WORK	3	2.00	716	3.62
3704 DIRTY WORK	4	2.67	1,911	9.65
3705 CONSECUTIVE WEEKEND	1	0.67	76	0.38
3706 SCHEDULED WORK ON A HOLIDAY	7	4.67	446	2.25
3707 LONG SERVICE	9	6.00	879	4.44
3708 SHIFT CHANGE WITHOUT ADEQUATE NOTICE	11	7.33	7,719	38.98
3709 INSTRUCTOR/TRAINER	3	2.00	1,570	7.93
3710 SPECIAL/ADDITIONAL QUALIFICATIONS (TRADE TICKETS, DEGREES, ETC.)	16	10.67	7,198	36.35
3711 OTHER PREMIUM(S)	23	15.33	5,191	26.21

SECTION 8
STATUTORY/PAID HOLIDAYS

FIELD 4000 NUMBER OF PAID HOLIDAYS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	5	3.33	280	1.41
9 DAYS (LEGISLATION)	1	0.67	34	0.17
9 1/2	0	0.00	0	0.00
10	58	38.67	3,551	17.93
10 1/2	2	1.33	69	0.35
11	57	38.00	13,650	68.93
11 1/2	0	0.00	0	0.00
12	16	10.67	1,056	5.33
12 1/2	0	0.00	0	0.00
13	6	4.00	916	4.63
13 1/2	1	0.67	55	0.28
14	1	0.67	37	0.19
14 1/2	0	0.00	0	0.00
15	1	0.67	130	0.66
MORE THAN 15 DAYS	2	1.33	25	0.13
T O T A L	150	100.00	19,803	100.00

FIELD 4020 NON-LEGISLATED HOLIDAYS

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
4020	BOXING DAY	142	94.67	19,476	98.35
4021	EASTER MONDAY	35	23.33	9,570	48.33
4022	NEW YEAR'S EVE (1/2 DAY)	7	4.67	310	1.57
4023	NEW YEAR'S EVE (1 DAY)	4	2.67	997	5.03
4024	CHRISTMAS EVE (1/2 DAY)	10	6.67	434	2.19
4025	CHRISTMAS EVE (1 DAY)	13	8.67	1,138	5.75
	FLOATING HOLIDAY:				
	NEGOTIATED/EMPLOYER CHOICE-				
4026	1 DAY	10	6.67	819	4.14
4027	MORE THAN 1 DAY	2	1.33	408	2.06
	PERSONAL/EMPLOYEE CHOICE-				
4028	1 DAY	11	7.33	2,883	14.56
4029	MORE THAN 1 DAY	4	2.67	423	2.14
4030	HERITAGE DAY	7	4.67	405	2.05
4031	MID-WINTER HOLIDAY (FEB.)	6	4.00	344	1.74
4032	YEAR-END HOLIDAYS	3	2.00	174	0.88
4033	CIVIC HOLIDAY	1	0.67	86	0.43
4034	OTHER	10	6.67	669	3.38

SECTION 9
PAID VACATION

SERVICE REQUIREMENT FOR:
FIELD 4520 (A) FOUR WEEKS' VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	3	2.00	487	2.46
1-4 YEARS	10	6.67	6,133	30.97
5 YEARS	17	11.33	1,354	6.84
6 YEARS	6	4.00	160	0.81
7 YEARS	5	3.33	292	1.47
8 YEARS	30	20.00	4,226	21.34
9 YEARS	14	9.33	1,270	6.41
10 YEARS (LEGISLATION)	45	30.00	4,693	23.70
MORE THAN 10 YEARS	0	0.00	0	0.00
STATES 'ACCORDING TO LEGISLATION'	18	12.00	1,165	5.88
OTHER	2	1.33	23	0.12
T O T A L	150	100.00	19,803	100.00

FIELD 4540 (B) FIVE WEEKS' VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	29	19.33	1,621	8.19
LESS THAN 10 YEARS	6	4.00	156	0.79
10 YEARS	5	3.33	128	0.65
11 YEARS	0	0.00	0	0.00
12 YEARS	5	3.33	1,003	5.06
13 YEARS	6	4.00	660	3.33
14 YEARS	3	2.00	341	1.72
15 YEARS	19	12.67	1,266	6.39
16 YEARS	5	3.33	2,246	11.34
17 YEARS	12	8.00	1,199	6.05
18 YEARS	14	9.33	1,149	5.80
19 YEARS	6	4.00	1,417	7.16
20 YEARS	30	20.00	8,103	40.92
MORE THAN 20 YEARS	10	6.67	514	2.60
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	19,803	100.00

FIELD 4560 (C) SIX WEEKS' VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	99	66.00	5,190	26.21
LESS THAN 20 YEARS	9	6.00	887	4.48
20 YEARS	7	4.67	309	1.56
21 YEARS	1	0.67	13	0.07
22 YEARS	0	0.00	0	0.00
23 YEARS	0	0.00	0	0.00
24 YEARS	6	4.00	3,376	17.05
25 YEARS	12	8.00	1,799	9.08
26 YEARS	1	0.67	58	0.29
27 YEARS	2	1.33	299	1.51
28 YEARS	0	0.00	0	0.00
29 YEARS	1	0.67	355	1.79
30 YEARS	12	8.00	7,517	37.96
MORE THAN 30 YEARS	0	0.00	0	0.00
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	19,803	100.00

FIELD 4580 (D) SEVEN WEEKS' VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	141	94.00	18,168	91.74
LESS THAN 20 YEARS	0	0.00	0	0.00
20-24 YEARS	5	3.33	691	3.49
25 YEARS OR MORE	4	2.67	944	4.77
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	19,803	100.00

FIELD 4620 MAXIMUM PAID VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	6	4.00	575	2.90
3 WEEKS	0	0.00	0	0.00
4 WEEKS	25	16.67	1,124	5.68
5 WEEKS	67	44.67	3,429	17.32
6 WEEKS	43	28.67	13,053	65.91
7 WEEKS	8	5.33	1,612	8.14
8 WEEKS	0	0.00	0	0.00
OTHER	1	0.67	10	0.05
T O T A L	150	100.00	19,803	100.00

FIELD 4760 SUPPLEMENTARY VACATION/BONUS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	124	82.67	17,038	86.04
SUPPLEMENTARY PAID VACATION (DAYS)	11	7.33	911	4.60
VACATION BONUS (MONEY)	10	6.67	1,068	5.39
BOTH	4	2.67	700	3.53
CHOICE	1	0.67	86	0.43
T O T A L	150	100.00	19,803	100.00

FIELD 4770 DEFERRED VACATION BY APPROVED LEAVE OF ABSENCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	108	72.00	7,776	39.27
PROVISION	42	28.00	12,027	60.73
T O T A L	150	100.00	19,803	100.00

FIELD 4780 VACATION CARRY OVER

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	93	62.00	6,191	31.26
ALLOWED	40	26.67	12,813	64.70
NOT ALLOWED	17	11.33	799	4.03
T O T A L	150	100.00	19,803	100.00

SECTION 10
SEVERANCE PAY

FIELD 5120 SEVERANCE PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	75	50.00	3,907	19.73
AVAILABLE TO ALL EMPLOYEES	4	2.67	364	1.84
AVAILABLE TO FULL-TIME/PERMANENT EMPLOYEES ONLY	11	7.33	1,952	9.86
CANNOT DETERMINE	57	38.00	13,106	66.18
OTHER	3	2.00	474	2.39
T O T A L	150	100.00	19,803	100.00

FIELD 5131 ELIGIBLE SEVERANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
TECHNOLOGICAL CHANGE:				
5131 BUSINESS/PLANT/DEPARTMENT CLOSURE	26	17.33	8,700	43.93
5132 OTHER (INCL JOB ABOLISHMENT)	34	22.67	11,237	56.74
5133 RETIREMENT (INCL ILL-HEALTH)	16	10.67	1,621	8.19
5134 PERMANENT LAYOFF	12	8.00	3,271	16.52
5135 JOB ABOLISHMENT (OTHER THAN TECHNOLOGICAL CHANGE)	5	3.33	482	2.43
5136 SEVERANCE/TERMINATION IN GOOD STANDING	25	16.67	4,223	21.33
5137 RESIGNATION	2	1.33	458	2.31
5138 OTHER	6	4.00	510	2.58

FIELD 5140 MINIMUM SERVICE REQUIREMENT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	76	50.67	3,966	20.03
LESS THAN 1 YEAR	0	0.00	0	0.00
1 YEAR	9	6.00	617	3.12
2-4 YEARS	7	4.67	309	1.56
5 YEARS	7	4.67	1,251	6.32
6-9 YEARS	0	0.00	0	0.00
10 YEARS	10	6.67	2,715	13.71
MORE THAN 10 YEARS	2	1.33	207	1.05
VARIES	7	4.67	1,485	7.50
NO MINIMUM SPECIFIED	32	21.33	9,253	46.73
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	19,803	100.00

FIELD 5160 CALCULATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION/NOT SPECIFIED	76	50.67	3,966	20.03
1) ONE WEEK'S PAY PER YEAR OF SERVICE	28	18.67	8,863	44.76
2) PER CENT OF UNUSED SICK-LEAVE CREDITS	16	10.67	2,724	13.76
3) OTHER	23	15.33	3,761	18.99
1 & 2	1	0.67	68	0.34
1 & 3	1	0.67	86	0.43
2 & 3	5	3.33	335	1.69
1, 2 & 3	0	0.00	0	0.00
T O T A L	150	100.00	19,803	100.00

FIELD 5180 MAXIMUM AVAILABLE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION/NOT SPECIFIED	97	64.67	12,327	62.25
LESS THAN 13 WEEKS	11	7.33	1,118	5.65
13 WEEKS	1	0.67	53	0.27
13-25 WEEKS	4	2.67	109	0.55
26 WEEKS	2	1.33	257	1.30
MORE THAN 26 WEEKS	3	2.00	478	2.41
PERCENT OF UNUSED SICK-LEAVE CREDITS	17	11.33	2,779	14.03
VARIES	1	0.67	412	2.08
COMBINATION	4	2.67	183	0.92
OTHER	10	6.67	2,087	10.54
T O T A L	150	100.00	19,803	100.00

SECTION 11
COST OF LIVING ADJUSTMENT

FIELD 5500 ACTIVE COLA CLAUSE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	139	92.67	18,453	93.18
WITH TRIGGERED FORMULA	6	4.00	387	1.95
WITHOUT TRIGGERED FORMULA	3	2.00	802	4.05
LUMP-SUM ONLY	2	1.33	161	0.81
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	19,803	100.00

SECTION 12
TECHNOLOGICAL CHANGE

FIELD 6000 MINIMUM NOTICE OF PENDING TECHNOLOGICAL CHANGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	73	48.67	5,633	28.45
LESS THAN 90 DAYS	6	4.00	1,287	6.50
90 DAYS (LEGISLATION)	28	18.67	8,080	40.80
MORE THAN 90 DAYS	9	6.00	1,181	5.96
STATES 'ACCORDING TO LEGISLATION'	10	6.67	702	3.54
NOT SPECIFIED	21	14.00	2,429	12.27
OTHER	3	2.00	491	2.48
T O T A L	150	100.00	19,803	100.00

FIELD 6040 TRAINING, RETRAINING, RELOCATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	105	70.00	8,638	43.62
TRAINING/RETRAINING	36	24.00	10,072	50.86
RELOCATION/TRANSFER ASSISTANCE	2	1.33	98	0.49
BOTH	7	4.67	995	5.02
T O T A L	150	100.00	19,803	100.00

FIELD 6060 MAXIMUM DURATION OF WAGE-RATE PROTECTION ON SETBACK TO LOWER-RATED JOB

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	126	84.00	9,900	49.99
LESS THAN 6 MONTHS	0	0.00	0	0.00
6 MONTHS	7	4.67	756	3.82
MORE THAN 6 MONTHS	5	3.33	2,049	10.35
FOR DURATION OF IMPLEMENTATION/ TRAINING PERIOD	4	2.67	5,685	28.71
UNTIL NEW RATE EQUALS FORMER RATE	5	3.33	1,338	6.76
OTHER	3	2.00	75	0.38
T O T A L	150	100.00	19,803	100.00

FIELD 6080 LABOUR-MANAGEMENT CONSULTATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	122	81.33	9,501	47.98
CONSULTATION ONLY	19	12.67	7,367	37.20
COMMITTEE MENTIONED	9	6.00	2,935	14.82
T O T A L	150	100.00	19,803	100.00

SECTION 13
HEALTH AND WELFARE

FIELD 6500 TYPE OF SICK-LEAVE COVERAGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	8	5.33	1,112	5.62
1. SICK-LEAVE CREDIT PLAN	30	20.00	3,305	16.69
2. SHORT-TERM/WEEKLY INDEMNITY	11	7.33	1,193	6.02
3. LONG-TERM DISABILITY	0	0.00	0	0.00
1 & 2	14	9.33	529	2.67
1 & 3	28	18.67	7,408	37.41
2 & 3	23	15.33	2,307	11.65
1, 2 & 3	30	20.00	3,372	17.03
CANNOT DETERMINE	5	3.33	521	2.63
OTHER	1	0.67	56	0.28
T O T A L	150	100.00	19,803	100.00

FIELD 6540 ANNUAL SICK-LEAVE CREDIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	47	31.33	5,133	25.92
WITHOUT SHORT-TERM INSURANCE PLAN:				
LESS THAN 15 DAYS	7	4.67	151	0.76
15 DAYS	26	17.33	3,396	17.15
16-23 DAYS	24	16.00	6,959	35.14
24 DAYS	4	2.67	416	2.10
MORE THAN 24 DAYS	0	0.00	0	0.00
OTHER	1	0.67	59	0.30
WITH INSURANCE PLAN:				
LESS THAN 6 DAYS	3	2.00	112	0.57
6 DAYS	10	6.67	388	1.96
MORE THAN 6 DAYS	25	16.67	2,760	13.94
OTHER	3	2.00	429	2.17
T O T A L	150	100.00	19,803	100.00

FIELD 6550 PROOF OF ILLNESS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	50	33.33	4,673	23.60
MAY BE REQUIRED AT ANY TIME	70	46.67	11,689	59.03
MAY BE REQUIRED AFTER SPECIFIED NUMBER OF DAYS	15	10.00	755	3.81
IS REQUIRED AT ALL TIMES	5	3.33	327	1.65
IS REQUIRED AFTER SPECIFIED NUMBER OF DAYS	5	3.33	551	2.78
OTHER	5	3.33	1,808	9.13
T O T A L	150	100.00	19,803	100.00

FIELD 6560 MAXIMUM ACCUMULATION OF UNUSED SICK-LEAVE CREDITS (NO SHORT-TERM PLAN)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	88	58.67	8,406	42.45
LESS THAN 120 DAYS	14	9.33	508	2.57
120 DAYS	12	8.00	6,239	31.51
121 - 179 DAYS	8	5.33	438	2.21
180 - 199 DAYS	7	4.67	456	2.30
200 DAYS OR MORE	11	7.33	2,616	13.21
UNLIMITED ACCUMULATION	6	4.00	929	4.69
NOT SPECIFIED	2	1.33	193	0.97
OTHER	2	1.33	18	0.09
T O T A L	150	100.00	19,803	100.00

FIELD 6580 CONVERSION OF UNUSED SICK-LEAVE CREDITS TO CASH OR DAYS OFF

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	112	74.67	14,296	72.19
ANNUAL	12	8.00	894	4.51
ON TERMINATION/RETIREMENT	23	15.33	4,216	21.29
OTHER	3	2.00	397	2.00
T O T A L	150	100.00	19,803	100.00

FIELD 6590 HEALTH & WELFARE PLAN FUNDING

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	20	13.33	748	3.78
ONE FUND	14	9.33	1,286	6.49
SEPERATELY FUNDED PLANS	111	74.00	17,625	89.00
OTHER	5	3.33	144	0.73
T O T A L	150	100.00	19,803	100.00

FIELD 6600 EXTENDED/MAJOR MEDICAL PLAN-
EMPLOYER CONTRIBUTION TO PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	112	74.67	15,240	76.96
LESS THAN 100%	9	6.00	379	1.91
100%	18	12.00	3,686	18.61
NOT SPECIFIED	7	4.67	317	1.60
OTHER	4	2.67	181	0.91
T O T A L	150	100.00	19,803	100.00

FIELD 6640 LIFE INSURANCE PLAN-
EMPLOYER CONTRIBUTION TO PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	39	26.00	1,742	8.80
LESS THAN 50%	0	0.00	0	0.00
50%	20	13.33	1,014	5.12
51-99%	6	4.00	279	1.41
100%	47	31.33	11,267	56.90
DETAILS NOT SPECIFIED	30	20.00	5,262	26.57
OTHER	8	5.33	239	1.21
T O T A L	150	100.00	19,803	100.00

FIELD 6680 ACCIDENTAL DEATH AND DISABILITY PLAN-
EMPLOYER CONTRIBUTION TO PREMIUM

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	81	54.00	12,106	61.13
LESS THAN 50%	0	0.00	0	0.00
50%	15	10.00	431	2.18
51-99%	1	0.67	12	0.06
100%	36	24.00	4,509	22.77
DETAILS NOT SPECIFIED	14	9.33	2,648	13.37
OTHER	3	2.00	97	0.49
T O T A L	150	100.00	19,803	100.00

LONG-TERM DISABILITY/INCOME
CONTINUANCE PLAN:
FIELD 6720 (A) EMPLOYER CONTRIBUTION TO PREMIUM

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	64	42.67	5,779	29.18
NONE (EMPLOYEE PAID)	14	9.33	505	2.55
LESS THAN 50%	0	0.00	0	0.00
50%	18	12.00	7,932	40.05
51-99%	6	4.00	535	2.70
100%	18	12.00	1,674	8.45
NOT SPECIFIED	27	18.00	3,333	16.83
OTHER	3	2.00	45	0.23
T O T A L	150	100.00	19,803	100.00

FIELD 6740 (B) WAITING PERIOD

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION/NOT SPECIFIED	108	72.00	9,760	49.29
LESS THAN 17 WEEKS	3	2.00	116	0.59
17 WEEKS	19	12.67	1,695	8.56
18-25 WEEKS	2	1.33	5,521	27.88
26 WEEKS	11	7.33	1,055	5.33
MORE THAN 26 WEEKS	7	4.67	1,656	8.36
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	19,803	100.00

FIELD 6780 (C) PERCENTAGE OF WAGE GUARANTEED

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION/NOT SPECIFIED	109	72.67	9,368	47.31
LESS THAN 60%	5	3.33	476	2.40
60%	10	6.67	6,393	32.28
61-69%	12	8.00	896	4.52
70%	4	2.67	1,460	7.37
MORE THAN 70%	2	1.33	197	0.99
OTHER	8	5.33	1,013	5.12
T O T A L	150	100.00	19,803	100.00

SHORT TERM/WEEKLY INDEMNITY PLAN

FIELD 6800 (A) EMPLOYER CONTRIBUTION TO PREMIUM

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	73	48.67	12 461	62.92
LESS THAN 50%	0	0.00	0	0.00
50%	11	7.33	1,562	7.89
51-99%	8	5.33	677	3.42
100%	30	20.00	3,074	15.52
NOT SPECIFIED	19	12.67	1,062	5.36
OTHER	9	6.00	967	4.88
T O T A L	150	100.00	19,803	100.00

FIELD 6820 (B) MAXIMUM WEEKLY BENEFIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION/NOT SPECIFIED	96	64.00	13,390	67.62
LESS THAN 66 2/3%	2	1.33	804	4.06
66 2/3%	19	12.67	1,365	6.89
MORE THAN 66 2/3%, LESS THAN 70%	0	0.00	0	0.00
70%	12	8.00	3,325	16.79
MORE THAN 70%	3	2.00	61	0.31
OTHER	18	12.00	858	4.33
T O T A L	150	100.00	19,803	100.00

FIELD 6840 (C) MAXIMUM DURATION OF BENEFITS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION/NOT SPECIFIED	99	66.00	14,410	72.77
LESS THAN 17 WEEKS	4	2.67	282	1.42
17 WEEKS	17	11.33	1,236	6.24
18-25 WEEKS	2	1.33	106	0.54
26 WEEKS	21	14.00	2,225	11.24
MORE THAN 26 WEEKS	7	4.67	1,544	7.80
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	19,803	100.00

FIELD 6850 RETIREMENT/PENSION PLAN:
A) TYPE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	48	32.00	1,235	6.24
COMPANY/EMPLOYER PLAN	25	16.67	9,439	47.66
UNION PLAN	6	4.00	551	2.78
JOINT PLAN	3	2.00	218	1.10
RRSP	16	10.67	570	2.88
OTHER	3	2.00	158	0.80
CANNOT DETERMINE	49	32.67	7,632	38.54
T O T A L	150	100.00	19,803	100.00

FIELD 6860 B) EMPLOYER CONTRIBUTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION/NOT SPECIFIED	98	65.33	15,436	77.95
LESS THAN 50%	1	0.67	10	0.05
50%	20	13.33	1,398	7.06
51-99%	2	1.33	138	0.70
100%	8	5.33	1,387	7.00
FLAT RATE	16	10.67	1,209	6.11
OTHER	5	3.33	225	1.14
T O T A L	150	100.00	19,803	100.00

FIELD 6880 EARLY RETIREMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	132	88.00	11,032	55.71
PROVISION	18	12.00	8,771	44.29
T O T A L	150	100.00	19,803	100.00

FIELD 6910 MANDATORY RETIREMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	118	78.67	12,256	61.89
EMPLOYMENT EXTENSIONS AVAILABLE	19	12.67	6,987	35.28
EXTENSIONS NOT MENTIONED	13	8.67	560	2.83
T O T A L	150	100.00	19,803	100.00

FIELD 6920 DENTAL PLAN- EMPLOYER CONTRIBUTION TO PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	55	36.67	4,496	22.70
LESS THAN 100%	27	18.00	1,741	8.79
100%	36	24.00	6,073	30.67
FLAT RATE	11	7.33	423	2.14
NOT SPECIFIED	13	8.67	6,634	33.50
OTHER	8	5.33	436	2.20
T O T A L	150	100.00	19,803	100.00

FIELD 6960 VISION-CARE PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	129	86.00	16,896	85.32
STAND-ALONE PLAN	14	9.33	1,730	8.74
INCLUDED IN EXTENDED MEDICAL PLAN	6	4.00	1,047	5.29
CANNOT DETERMINE	1	0.67	130	0.66
T O T A L	150	100.00	19,803	100.00

FIELD 7000 HEALTH AND WELFARE PLANS
WHICH DO NOT APPLY TO PART-TIME/
NON-PERMANENT EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
7000 SICK LEAVE	23	15.33	2,027	10.24
7001 LIFE INSURANCE/AD&D	12	8.00	2,399	12.11
7002 LONG-TERM DISABILITY	12	8.00	2,798	14.13
7003 WEEKLY INDEMNITY	5	3.33	437	2.21
7004 PENSION	15	10.00	1,097	5.54
7005 DENTAL	8	5.33	860	4.34

SECTION 14
OCCUPATIONAL HEALTH AND SAFETY

FIELD 7500 HEALTH AND SAFETY CLAUSE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	20	13.33	586	2.96
COMMITTEE: MENTIONED	92	61.33	16,006	80.83
NOT MENTIONED	38	25.33	3,211	16.21
T O T A L	150	100.00	19,803	100.00

FIELD 7730 VIDEO-DISPLAY TERMINAL (VDT) CLAUSE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	137	91.33	17,501	88.38
PROVISION	13	8.67	2,302	11.62
T O T A L	150	100.00	19,803	100.00

FIELD 7740 NO-SMOKING CLAUSE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	144	96.00	19,496	98.45
SMOKING RESTRICTED	6	4.00	307	1.55
NO SMOKING ON PREMISES	0	0.00	0	0.00
T O T A L	150	100.00	19,803	100.00

FIELD 7840 MAXIMUM DURATION OF WORKERS' COMPENSATION SUPPLEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	93	62.00	6,759	34.13
26 WEEKS OR LESS	18	12.00	1,031	5.21
27-51 WEEKS	1	0.67	31	0.16
52 WEEKS (12 MONTHS)	14	9.33	8,206	41.44
MORE THAN 52 WEEKS	5	3.33	352	1.78
FOR DURATION OF DISABILITY OR COMPENSATION	13	8.67	2,865	14.47
CANNOT DETERMINE	2	1.33	106	0.54
OTHER	4	2.67	453	2.29
T O T A L	150	100.00	19,803	100.00

FIELD 7930 ANNUAL SAFETY FOOTWEAR ALLOWANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	96	64.00	13,380	67.57
LESS THAN $50	0	0.00	0	0.00
$50-59	7	4.67	1,095	5.53
$60-69	7	4.67	1,582	7.99
$70-79	6	4.00	326	1.65
$80-89	4	2.67	224	1.13
$90-99	2	1.33	124	0.63
$100 OR MORE	10	6.67	1,096	5.53
FOOTWEAR SUPPLIED	7	4.67	912	4.61
OTHER	11	7.33	1,064	5.37
T O T A L	150	100.00	19,803	100.00

FIELD 7940 PRESCRIPTION SAFETY GLASSES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	136	90.67	18,215	91.98
GLASSES PROVIDED	4	2.67	466	2.35
REIMBURSEMENT POLICY	6	4.00	1,009	5.10
OTHER	4	2.67	113	0.57
T O T A L	150	100.00	19,803	100.00

SECTION 15
LEAVE OF ABSENCE PROVISIONS

FIELD 8000 STANDARD PAID LEAVE ON BEREAVEMENT OR SERIOUS ILLNESS/ACCIDENT IN IMMEDIATE FAMILY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	12	8.00	1,286	6.49
LESS THAN 3 DAYS	7	4.67	302	1.53
3 DAYS	81	54.00	7,746	39.12
4 DAYS	10	6.67	786	3.97
5 DAYS	17	11.33	805	4.07
MORE THAN 5 DAYS	3	2.00	451	2.28
INDEFINITE/NOT SPECIFIED/VARIES	15	10.00	8,333	42.08
LEAVE IS UNPAID	1	0.67	8	0.04
OTHER	4	2.67	86	0.43
T O T A L	150	100.00	19,803	100.00

FIELD 8005 PAID BEREAVEMENT LEAVE TRAVEL EXTENSION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	113	75.33	17,136	86.53
PROVISION	37	24.67	2,667	13.47
T O T A L	150	100.00	19,803	100.00

FIELD 8010 DEFINITION OF IMMEDIATE FAMILY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
8010 MOTHER/FATHER-IN-LAW	118	78.67	16,399	82.81
8011 BROTHER/SISTER-IN-LAW	76	50.67	13,361	67.47
8012 SON/DAUGHTER-IN-LAW	37	24.67	9,505	48.00
8013 GRANDPARENT	98	65.33	16,151	81.56
8014 GRANDCHILD	70	46.67	15,464	78.09
8015 SPOUSE'S GRANDPARENT	22	14.67	2,068	10.44
8016 COMMON-LAW SPOUSE	48	32.00	5,801	29.29
8017 RELATIVE WHO RESIDES WITH EMPLOYEE	7	4.67	566	2.86
8018 OTHER	51	34.00	8,137	41.09

FIELD 8025 PAID PALLBEARER/MOURNER'S LEAVE FOR OTHER RELATIVES/NON-RELATIVES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	87	58.00	14,530	73.37
1/2 DAY	10	6.67	1,609	8.13
1 DAY	41	27.33	3,089	15.60
MORE THAN 1 DAY	3	2.00	87	0.44
LEAVE IS UNPAID	4	2.67	192	0.97
OTHER	5	3.33	296	1.49
T O T A L	150	100.00	19,803	100.00

FIELD 8030 COMPASSIONATE/PRESSING NECESSITY LEAVE (OTHER THAN BEREAVEMENT)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	101	67.33	6,856	34.62
PAID LEAVE (INCLUDES USE OF SICK-LEAVE CREDITS)	28	18.67	5,133	25.92
UNPAID LEAVE	11	7.33	6,829	34.48
CANNOT DETERMINE	9	6.00	954	4.82
OTHER	1	0.67	31	0.16
T O T A L	150	100.00	19,803	100.00

FIELD 8040 PERSONAL LEAVE OF ABSENCE ON GOOD REASON (UNPAID)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	35	23.33	2,321	11.72
PROVISION	115	76.67	17,482	88.28
T O T A L	150	100.00	19,803	100.00

FIELD 8190 PAID PATERNITY LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	142	94.67	18,322	92.52
LESS THAN 3 DAYS	8	5.33	1,481	7.48
3 DAYS	0	0.00	0	0.00
MORE THAN 3 DAYS	0	0.00	0	0.00
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	19,803	100.00

FIELD 8191 OTHER PAID FAMILY LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
8191 MATERNITY (INCL PARTLY PAID)	4	2.67	317	1.60
8192 ADOPTION	2	1.33	62	0.31
8193 MARRIAGE	1	0.67	273	1.38

ADOPTION LEAVE (UNPAID):
FIELD 8195 A) SERVICE REQUIREMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	93	62.00	7,717	38.97
LESS THAN 12 MONTHS	6	4.00	979	4.94
12 MONTHS (LEGISLATION)	10	6.67	1,315	6.64
MORE THAN 12 MONTHS	0	0.00	0	0.00
PROBATIONARY PERIOD	4	2.67	187	0.94
NO MINIMUM SPECIFIED	14	9.33	6,596	33.31
STATES 'ACCORDING TO LEGISLATION'	23	15.33	3,009	15.19
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	19,803	100.00

FIELD 8200 B) AMOUNT OF LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION/NOT SPECIFIED	114	76.00	10,516	53.10
LESS THAN 6 WEEKS	0	0.00	0	0.00
6 WEEKS (LEGISLATION)	9	6.00	1,224	6.18
7-12 WEEKS	1	0.67	21	0.11
13 WEEKS (3 MONTHS)	7	4.67	319	1.61
14-25 WEEKS	4	2.67	624	3.15
26 WEEKS (6 MONTHS)	10	6.67	6,222	31.42
MORE THAN 26 WEEKS	5	3.33	877	4.43
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	19,803	100.00

PATERNITY LEAVE (UNPAID):

FIELD 8210 A) SERVICE REQUIREMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	103	68.67	8,321	42.02
LESS THAN 12 MONTHS	3	2.00	472	2.38
12 MONTHS (LEGISLATION)	9	6.00	1,277	6.45
MORE THAN 12 MONTHS	0	0.00	0	0.00
PROBATIONARY PERIOD	0	0.00	0	0.00
NO MINIMUM SPECIFIED	11	7.33	6,546	33.06
STATES "ACCORDING TO LEGISLATION"	23	15.33	3,098	15.64
OTHER	1	0.67	89	0.45
T O T A L	150	100.00	19,803	100.00

FIELD 8220 B) AMOUNT OF LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION/NOT SPECIFIED	125	83.33	11,230	56.71
LESS THAN 6 WEEKS	1	0.67	89	0.45
6 WEEKS (LEGISLATION)	12	8.00	1,434	7.24
7-12 WEEKS	5	3.33	6,156	31.09
13 WEEKS (3 MONTHS)	2	1.33	145	0.73
14-25 WEEKS	2	1.33	199	1.00
26 WEEKS (6 MONTHS)	2	1.33	457	2.31
MORE THAN 26 WEEKS	1	0.67	93	0.47
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	19,803	100.00

MATERNITY LEAVE (UNPAID):

FIELD 8240 (A) SERVICE REQUIRMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	56	37.33	4,318	21.80
LESS THAN 6 MONTHS	1	0.67	66	0.33
6 MONTHS	1	0.67	11	0.06
7-11 MONTHS	9	6.00	999	5.04
12 MONTHS (LEGISLATION)	19	12.67	1,727	8.72
MORE THAN 12 MONTHS	0	0.00	0	0.00
PROBATIONARY PERIOD	6	4.00	381	1.92
STATES 'ACCORDING TO LEGISLATION'	33	22.00	3,999	20.19
NONE SPECIFIED	24	16.00	8,213	41.47
OTHER	1	0.67	89	0.45
T O T A L	150	100.00	19,803	100.00

FIELD 8250 (B) PRIOR NOTICE TO EMPLOYER TO BEGIN LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION/NOT SPECIFIED	124	82.67	15,904	80.31
LESS THAN 4 WEEKS	1	0.67	760	3.84
4 WEEKS (LEGISLATION)	25	16.67	3,139	15.85
MORE THAN 4 WEEKS	0	0.00	0	0.00
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	19,803	100.00

FIELD 8260 (C) NORMAL AMOUNT OF LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION/NOT SPECIFIED	83	55.33	5,966	30.13
LESS THAN 18 WEEKS	0	0.00	0	0.00
18 WEEKS (LEGISLATION)	12	8.00	862	4.35
19-25 WEEKS	10	6.67	816	4.12
26 WEEKS (6 MONTHS)	29	19.33	10,772	54.40
27-51 WEEKS	3	2.00	468	2.36
52 WEEKS (12 MONTHS)	11	7.33	771	3.89
MORE THAN 52 WEEKS	1	0.67	93	0.47
OTHER	1	0.67	55	0.28
T O T A L	150	100.00	19,803	100.00

FIELD 8340 (D) SENIORITY RETENTION DURING LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION/NOT SPECIFIED	98	65.33	8,119	41.00
RETAINED (LEGISLATION)	20	13.33	1,411	7.13
ACCUMULATES	31	20.67	9,945	50.22
OTHER	1	0.67	328	1.66
T O T A L	150	100.00	19,803	100.00

FIELD 8350 (E) REQUIRED NOTICE TO RESUME EMPLOYMENT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION/NOT SPECIFIED	104	69.33	9,872	49.85
LESS THAN 14 DAYS	11	7.33	685	3.46
14 DAYS (LEGISLATION)	26	17.33	8,322	42.02
MORE THAN 14 DAYS	8	5.33	914	4.62
OTHER	1	0.67	10	0.05
T O T A L	150	100.00	19,803	100.00

FIELD 8400 WITNESS/JURY DUTY LEAVE PAY SUPPLEMENT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	31	20.67	1,925	9.72
PROVISION	119	79.33	17,878	90.28
T O T A L	150	100.00	19,803	100.00

FIELD 8420 PAID PERSONAL HEALTH-CARE LEAVE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NO PROVISION	117	78.00	11,882	60.00
MAXIMUM HOURS ANNUALLY:				
LESS THAN 16 HOURS	4	2.67	114	0.58
16 HOURS (2 DAYS)	4	2.67	5,825	29.41
17-23 HOURS	1	0.67	8	0.04
24 HOURS (3 DAYS)	6	4.00	172	0.87
MORE THAN 24 HOURS	1	0.67	22	0.11
MAXIMUM NOT SPECIFIED	15	10.00	1,365	6.89
OTHER	2	1.33	415	2.10
T O T A L	150	100.00	19,803	100.00

FIELD 8500 EDUCATION LEAVE- SERVICE REQUIREMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	103	68.67	9,736	49.16
LESS THAN 24 MONTHS	7	4.67	658	3.32
24 MONTHS (2 YEARS)	11	7.33	1,095	5.53
MORE THAN 2 YEARS	4	2.67	192	0.97
NONE SPECIFIED	22	14.67	7,693	38.85
OTHER	3	2.00	429	2.17
T O T A L	150	100.00	19,803	100.00

FIELD 8551 OTHER LEAVES OF ABSENCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
8551 RUN FOR PUBLIC OFFICE	17	11.33	2,108	10.64
8552 HOLD PUBLIC OFFICE	31	20.67	8,834	44.61
8553 VOTING	9	6.00	2,222	11.22
8554 WRITE EXAMS	19	12.67	10,620	53.63
8555 COURT APPEARANCE/ INCARCERATION	3	2.00	143	0.72
8556 OTHER LEAVES NOT REPORTED ELSEWHERE	21	14.00	7,337	37.05

FIELD 8700 LEAVES DEDUCTED FROM SICK-LEAVE CREDITS (MAY BE OPTIONAL/PARTIAL)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
8700 FAMILY ILLNESS	15	10.00	1,234	6.23
8701 BEREAVEMENT LEAVE (IMMEDIATE FAMILY)	4	2.67	88	0.44
8702 FUNERAL/MOURNER'S LEAVE	3	2.00	1,713	8.65
8703 COMPASSIONATE LEAVE/ PRESSING NECESSITY	8	5.33	3,415	17.24
8704 PERSONAL HEALTH CARE LEAVE	23	15.33	1,435	7.25
8705 WEEKLY INDEMNITY SUPPLEMENT (TO 100% SALARY)	11	7.33	1,796	9.07
8706 WORKERS' COMPENSATION SUPPLEMENT	2	1.33	173	0.87
8707 MATERNITY LEAVE UIC SUPPLEMENT	2	1.33	24	0.12
8708 PAID ADOPTION/PATERNITY LEAVE	0	0.00	0	0.00
8709 OTHER	3	2.00	141	0.71

SECTION 16
MISCELLANEOUS PROVISIONS

FIELD 9220 PROTECTIVE CLOTHING/UNIFORMS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	64	42.67	10,338	52.20
EMPLOYEE COST: NONE	49	32.67	5,844	29.51
SOME	14	9.33	1,125	5.68
TOTAL	0	0.00	0	0.00
MONETARY ALLOWANCE	10	6.67	697	3.52
SUPPLIED AND MONETARY ALLOWANCE	5	3.33	1,021	5.16
CANNOT DETERMINE	5	3.33	223	1.13
OTHER	3	2.00	555	2.80
T O T A L	150	100.00	19,803	100.00

FIELD 9240 DRYCLEANING/LAUNDERING

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	102	68.00	15,698	79.27
EMPLOYEE COST: NONE	33	22.00	1,991	10.05
SOME	6	4.00	245	1.24
TOTAL	3	2.00	214	1.08
MONETARY ALLOWANCE	1	0.67	76	0.38
COMBINATION	1	0.67	11	0.06
CANNOT DETERMINE	4	2.67	1,568	7.92
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	19,803	100.00

FIELD 9300 SUBSISTENCE ALLOWANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	123	82.00	10,393	52.48
MEALS AND LODGING	14	9.33	7,873	39.76
MEALS, LODGING AND INCIDENTAL EXPENSES	3	2.00	174	0.88
CANNOT DETERMINE	3	2.00	463	2.34
OTHER	7	4.67	900	4.54
T O T A L	150	100.00	19,803	100.00

TRAVEL ALLOWANCE- PRIVATE VEHICLE

FIELD 9350 A) TYPE OF ALLOWANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	105	70.00	8,727	44.07
1. MILEAGE RATE	19	12.67	2,521	12.73
2. MINIMUM TRIP ALLOWANCE	1	0.67	175	0.88
3. FLAT MONTHLY ALLOWANCE	3	2.00	368	1.86
1 & 2	9	6.00	6,194	31.28
1 & 3	5	3.33	1,347	6.80
2 & 3	0	0.00	0	0.00
1, 2 & 3	3	2.00	270	1.36
OTHER	5	3.33	201	1.01
T O T A L	150	100.00	19,803	100.00

FIELD 9360 B) NORMAL MILEAGE RATE

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION		113	75.33	9,371	47.32
CENTS PER MILE:	CENTS PER KM:				
LESS THAN 25	LESS THAN 15.6	2	1.33	56	0.28
25-29	15.6-18.6	2	1.33	260	1.31
30-34	18.7-21.7	7	4.67	6,008	30.34
35-39	21.8-24.9	4	2.67	496	2.50
40-44	25-28	9	6.00	1,324	6.69
45 AND OVER	28.1 AND OVER	5	3.33	931	4.70
PSC/SGEU RATE		5	3.33	85	0.43
OTHER		3	2.00	1,272	6.42
T O T A L		150	100.00	19,803	100.00

FIELD 9370 C) MINIMUM ROUND TRIP ALLOWANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	136	90.67	13,073	66.02
LESS THAN $2.50	2	1.33	244	1.23
$2.50	3	2.00	143	0.72
$2.51-$2.99	2	1.33	5,801	29.29
$3.00	0	0.00	0	0.00
$3.01-$3.49	0	0.00	0	0.00
$3.50	0	0.00	0	0.00
MORE THAN $3.50	7	4.67	542	2.74
OTHER	0	0.00	0	0.00
T O T A L	150	100.00	19,803	100.00

FIELD 9375 D) MONTHLY ALLOWANCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	140	93.33	17,909	90.44
LESS THAN $50	0	0.00	0	0.00
$50	0	0.00	0	0.00
$51-74	0	0.00	0	0.00
$75	1	0.67	24	0.12
$76-99	2	1.33	1,257	6.35
$100	0	0.00	0	0.00
MORE THAN $100	0	0.00	0	0.00
OTHER	7	4.67	613	3.10
T O T A L	150	100.00	19,803	100.00

FIELD 9380 TOOLS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	115	76.67	14,947	75.48
SUPPLIED	13	8.67	1,698	8.57
REPLACED/REPAIRED	7	4.67	682	3.44
ALLOWANCE	1	0.67	7	0.04
INSURANCE	2	1.33	57	0.29
COMBINATION	11	7.33	2,382	12.03
OTHER	1	0.67	30	0.15
T O T A L	150	100.00	19,803	100.00

FIELD 9410 EQUAL PAY, AFFIRMATIVE ACTION, HARASSMENT, JOB SHARING

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
9410 EQUAL PAY FOR EQUAL/SIMILAR WORK REGARDLESS OF- SEX	12	8.00	2,283	11.53
9411 -AGE OR SEX	8	5.33	217	1.10
9412 EQUAL PAY FOR WORK OF EQUAL VALUE/WORTH	3	2.00	64	0.32
9413 AFFIRMATIVE ACTION	5	3.33	2,004	10.12
9414 HARASSMENT CLAUSE (INCLUDES SEXUAL HARASSMENT)	8	5.33	1,780	8.99
9415 JOB SHARING	6	4.00	6,067	30.64

FIELD 9440 LABOUR/MANAGEMENT COMMITTEE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	127	84.67	11,394	57.54
PROVISION	23	15.33	8,409	42.46
T O T A L	150	100.00	19,803	100.00

FIELD 9450 DURATION OF AGREEMENT
A) NOTICE TO TERMINATE OR REVISE AGREEMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	0	0.00	0	0.00
NEGOTIATE/REVISE	28	18.67	4,180	21.11
TERMINATE	2	1.33	53	0.27
BOTH	111	74.00	14,786	74.67
NOT SPECIFIED	9	6.00	784	3.96
T O T A L	150	100.00	19,803	100.00

FIELD 9455 B) NOTICE PERIOD

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION/NOT SPECIFIED	7	4.67	672	3.39
MINIMUM 30 DAYS, MAXIMUM 60 DAYS BEFORE EXPIRY DATE	122	81.33	11,085	55.98
OTHER	21	14.00	8,046	40.63
T O T A L	150	100.00	19,803	100.00

FIELD 9460 C) TERMS OF EXISTING AGREEMENT CONTINUE IN FORCE UNTIL A NEW AGREEMENT IS CONCLUDED

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NO PROVISION	116	77.33	9,982	50.41
PROVISION	34	22.67	9,821	49.59
T O T A L	150	100.00	19,803	100.00

FIELD 9500 TYPES OF PART-TIME/NON-PERMANENT EMPLOYEES IN THE BARGAINING UNIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
9500 PART-TIME	69	46.00	6,037	30.49
9501 PERMANENT PART-TIME	14	9.33	2,021	10.21
9502 REGULAR PART-TIME	13	8.67	7,969	40.24
9503 LESS/OTHER THAN FULL-TIME	13	8.67	7,098	35.84
9504 CASUAL/OCCASIONAL/RELIEF	51	34.00	12,632	63.79
9505 TEMPORARY	42	28.00	6,553	33.09
9506 SEASONAL	9	6.00	1,086	5.48
9507 STUDENTS	27	18.00	2,550	12.88
9508 NON-PERMANENT	3	2.00	350	1.77
9509 OTHER	13	8.67	2,328	11.76

FIELD 9600 SPECIAL/LOWER WAGE RATES FOR NEW OR PART-TIME EMPLOYEES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	114	76.00	16,777	84.72
NEW EMPLOYEES	7	4.67	1,255	6.34
SOME/ALL PART-TIME EMPLOYEES	27	18.00	1,690	8.53
BOTH	2	1.33	81	0.41
T O T A L	150	100.00	19,803	100.00

FIELD 9620 LUMP-SUM PAYMENTS(S)/SIGNING BONUS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NO PROVISION	131	87.33	17,702	89.39
PROVISION	19	12.67	2,101	10.61
T O T A L	150	100.00	19,803	100.00

Appendices

Appendix A

Definitions by Provision Field Number

0100 Management rights clause: Sets forth the rights reserved to the employer. These rights may be stated in broad general terms or they may be listed specifically. A residual rights clause provides that rights not specifically limited by the agreement are reserved to the employer provided they do not conflict with the provisions of the agreement.

0120 Type of shop: In a closed shop, the employer agrees to hire and employ only union members. In a union shop, all bargaining unit employees must be or become union members within a specified time period. In a modified union shop, existing union members must continue to maintain membership and all new employees must become union members within a specified time period. Employees who were employed prior to the first collective agreement coming into force, and who chose not to join the union at that time, are not required to join the union. However, if the agreement provides for Rand-formula checkoff, which is the union security clause provided for under *The Trade Union Act*, these employees must pay union dues.

0160 Hot cargoes: Material shipped from a plant involved in a labour dispute.

1070 Bumping rights: The right of senior employees, on layoff, to displace (bump) junior employees if they are able and qualified to do the work. Agreements may contain detailed bumping rules, such as time limits and the bumping sequence, or they may simply state that senior employees may bump into any position they are able to perform.

1140 Retention of seniority rights on permanent appointment to an out-of-scope position: These clauses deal with the seniority rights of employees, who are promoted to out-of-scope positions, if they later wish to or are required to return to the bargaining unit. For example, employees may be permitted to return to their previous position only, and provided they do so within a specified time period such as six months. Or they may be able to retain full seniority rights indefinitely. Some agreements permit accumulation of seniority for a limited period and then retention for a further period of time.

1520 - 1550 Layoff or termination notice: The minimum required notice or pay in lieu under *The Labour Standards Act* is one week after three months' continuous service. The amount of notice or pay in lieu then varies according to length of service from two weeks if one year but less than three years of service, four weeks if three but less than five years, six weeks if five but less than 10 years, and eight weeks if 10 or more years of service.

1570 Restriction on employment/use of part-time workers: These provisions provide job security for full-time or permanent employees.

1600 Alternate work: The employer agrees to provide suitable alternative work for older or disabled workers who are unable to perform their normal duties.

1660, 1680 Restriction on work by non-bargaining unit employees/contracting out: Two other job security provisions which restrict or limit the use of non-bargaining unit employees such as supervisors, or the use of outside firms, to do work normally performed by members of the bargaining unit.

2100, 2120 Arbitration: Virtually all agreements have a grievance clause which provides for arbitration should the parties fail to reach a solution. The parties agree to be bound by the decision of an impartial third party or board. Optional binding arbitration is provided for in *The Trade Union Act.*

2130 No-strike/-lockout clause: The *Trade Union Act* prohibits strikes and lockouts during the term of an agreement. The Act also provides that 48 hours' written notice be given to the other party and to the Minster.

2135 Other collective action: Includes any other collective action which would curtail or restrict normal production such as slowdowns, overtime bans, working to rule, study sessions, etc.

2140 Adverse reports: This provision restricts or limits the subsequent use of adverse reports, such as warnings or reprimands, on an employee's record, provided there has been a specified period of 'good' behaviour. When the duration varies according to the seriousness of the infraction, the maximum duration is coded.

2540, 2600 Hours of work: *The Labour Standards Act* states that employees must be paid overtime at time and one-half for time worked in excess of eight hours in a day or 40 hours in a week. The 40 hours in a week must be reduced by eight hours for each public holiday that falls within the week and overtime paid if the reduced hours are exceeded. Certain classes of employees are excluded from these provisions and exceptions are allowed by permit for averaging schedules or 10-hour day/four-day work-week schedules.

2620-2635 Unconventional work schedules: These are work schedules other than Monday to Friday day schedules. In many cases, agreements provide for more than one type.

2620-2623: Seven-day operations, Saturday, Sunday, and night work: Saturday, Sunday, and night work is assumed in a seven-day continuous shift operation, therefore, only provision 2620 is coded in this case.

2624 Averaging schedules/unregulated hours: These schedules, which are common in the health sector or for field employees, are schedules where employees work a specified number of hours 'averaged' over a specified number of weeks, usually a pay period, with overtime paid only if the total hours are exceeded. For example, an averaging schedule of 144 hours averaged over a four-week period means that an employee could work 48 hours the first week, 28 hours the second week, 36 hours the third week, and 32 hours the fourth week, for a total of 144 hours and an average of 36 hours per week, without being paid overtime for the first week.

2625 Split shift: Includes only agreements which permit split shifts, ie. a daily shift split into two by a long break. *The Labour Standards Act* states that these hours must be confined within a 12-hour period and that an employee is not required or permitted to report to work on more than two occasions in the 12-hour period.

2626 Flextime: Under this type of schedule, employees may vary their daily starting time, lunch period, and/or quitting time, provided they work minimum specified hours every day and are at work during specified core hours.

2627-2631 Compressed schedules: With these schedules, employees work extra time, usually on a daily basis, without payment of overtime, to 'earn' an extra day or days off. In a 5-4 schedule, employees work five days (Monday to Friday) the first week, four days (Monday to Thursday) the next week, and get the fifth day (Friday) as the earned day off. In a 5-5-4 schedule, the earned day off is the fifth day of the third week. With 10-hour shift schedules, employees work four consecutive 10-hour days each week in order to have three consecutive days off. Twelve-hour shift schedules, which are common in police, firefighter, health-care, and mine agreements, are also designed to provide workers with more consecutive days off. Included in 'other' banking schedules are schedules where the day off is not a specified, consistent day such as Friday. Many health-care agreements, for example, provide that the earned day off will be scheduled within three weeks.

2632-2635 Days of rest: Includes only specified rest periods for unconventional work schedules. *The Labour Standards Act* provides that employees who usually work at least 20 hours per week are entitled to one day of rest in every seven days. Retail-trade employees in establishments with 11 or more employees, who work more than 20 hours per week, are entitled to two consecutive days of rest per week, and one of these days is to be Sunday, wherever possible. Exemptions may be granted.

2650 Posting of confirmed work scheduled: These clauses generally provide for the posting of provisional work schedules followed by the posting of confirmed schedules. Only confirmed schedules were coded for this study.

2660, 2670 Shift-change notice: These clauses provide for a minimum notice if the employer wishes to change or cancel an employee's posted hours of work. If adequate notice is not provided, the employer usually agrees to pay overtime for changed shifts and regular earnings for cancelled shifts.

2740, 2760 Reporting pay guarantee: Legislation provides that most employees are entitled to a minimum of three hours at the minimum wage rate for each time they report for work, excluding overtime, whether or not they are required to be on duty for the entire three hours. Most agreements provide for a minimum guarantee of three hours or more at the employee's regular rate.

3000-3030 Overtime rate: *The Labour Standards Act* provides for time and one-half for time worked in excess of eight hours in a day or 40 hours in a week. (See the explanation under 2540 and 2600, Hours of work) Overtime is voluntary after 44 hours in a week, less eight hours for each public holiday that falls during the week.

3010-3030 Overtime rate on days of rest or holidays: Only rates that differ from the regular or daily rate were coded for this study.

3070 No suspension of work during regular hours to avoid payment of overtime: The employer cannot reschedule the hours of work or layoff an employee in order to avoid payment of overtime.

3080 Choice of time off or pay for overtime: Employees have the choice of taking time off at overtime rates or overtime pay. For example, if the rate is double time, employees get double time off or double pay, at their option.

3140 Overtime meal/allowance: Agreements will often provide for a meal, lunch, or an allowance, for employees who work unscheduled overtime consecutive with their regular hours. In most cases, the meal is provided after two hours' overtime, with additional meals provided at subsequent three or four hour intervals if the overtime continues.

3150, 3155 Call-back guarantee: Minimum pay guaranteed to workers called back or called out to work overtime outside of regular hours and after they have left the workplace. Some clauses state that employees are not required to work the entire guaranteed period and are free to leave when the emergency is over.

3160 Transportation/allowance: Includes transportation for employees who work at night, especially for female employees, or if public transportation is not available. Also includes transportation/allowance required due to unscheduled overtime.

3500-3515 Shift differential/weekend premiums: Additional compensation for working undesirable or inconvenient work schedules.

3560 Higher service pay: Additional compensation for temporarily doing the work of a higher paid position after a minimum period of time. The compensation may vary by scope or reason for the substitution. In most cases, the work is assigned to the senior qualified employee.

3705 Consecutive weekend premium: Premium pay for working more than a specified number of consecutive weekends (i.e., hospitals, nursing homes).

3707 Long-service premium: This premium rewards employees for long service and is generally $5/month after five years of continuous service and $5/month for each additional five years.

3708 Shift change without adequate notice: Additional compensation to employees whose posted shifts are changed by the employer without the minimum specified notice. In most cases, employees are paid overtime for shifts changed without adequate notice.

3709 Instructor/trainer premium: Additional compensation paid to employees while they train/instruct other workers.

3710 Special/additional qualifications premium: Premium paid to a worker with more than minimum qualifications, i.e., firemen's papers, journeyman certificate, post graduate degrees, etc.

3711 Other premiums: Includes premiums for fire crew, first aid, split-shift, and field duty, night or Sunday shopping premiums, premium for performing more than one job, etc.

4020 Non-legislated holidays: The nine legislated holidays are New Year's Day, Good Friday, Victoria Day, Canada Day, Saskatchewan Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day.

4520 Vacation: According to *The Labour Standards Act*, all employees with at least one year of service are entitled to three weeks' paid vacation or pay (3/52). After 10 years' service they are eligible for four weeks' paid vacation or pay (4/52).

4760 Vacation supplement/bonus: Typical supplements include one extra day of vacation for each week taken in the winter or off-season, an additional one-time week of vacation for long-term employees, full or extra vacation the year an employee retires, additional vacation for employees who are regularly exposed to radiation, etc. Vacation bonuses include a bonus such as 20 per cent of normal vacation pay, and vacation pay which exceeds the legislated two per cent per week of vacation (ie. seven per cent for three weeks' vacation, nine per cent for four weeks, etc.)

4770 Deferred vacation: This clause provides that no deduction will be made from an employee's vacation credits for any approved emergency leave of absence granted during their vacation period. Approved absences generally include sick leave if hospitalized or confined, and bereavement leave. The displaced vacation is either added to the vacation period or reinstated for use at a later date.

4780 Vacation carryover: Employees may be permitted to carry over all or part of their vacation entitlement to the next vacation year. In most cases, the portion of vacation carried over cannot interfere with the vacation schedule rights of other employees.

5120-5180 Severance pay: In addition to the legislated layoff/termination notice or pay in lieu, agreements may provide for severance pay for certain types of severance. Typically, this payment is available to long-term, full-time employees who terminate employment due to technological change, particularly if due to business or department closures. The amount of severance pay is often calculated at one weeks' pay per year of service with a maximum amount paid, and/or it may be a percentage payout of unused sick-leave credits.

5500 COLA clause: Provision for additional compensation to employees intended to reflect increases in the cost-of-living index (CPI). The compensation, which usually involves an increase in the wage rates, is calculated according to a specific formula at stated intervals, usually quarterly, during the life of the agreement. (A lump-sum COLA payment does not affect wage rates.) With a triggered formula, the CPI difference between the periods compared must exceed a certain specified amount before there is any compensation.

6000-6080 Technological change: As defined by *The Trade Union Act*, a technological change is the introduction of equipment, material, or a work procedure not previously used in the workplace, or the removal by an employer of part or all of the work, undertaking or business. The Act provides for 90 days' notice to the union if a significant number of employees is affected and for collective bargaining to commence.

6060 Wage rate protection: The employer agrees to maintain the wage level of a worker who is set back to a lower wage rate due to technological change, for a specified period of time which is usually the implementation or training period. In most cases, the wage reduction is gradual.

6580 Conversion of unused sick-leave credits: Employees are sometimes fully or partly compensated for unused credits in the form of cash or days off. The pay-out may be annual or may be available only on termination or retirement. Annual pay-outs are typically limited to agreements which provide for a short-term/weekly indemnity plan supplemented by a limited amount of sick-leave credits, without accumulation, to cover the waiting period.

6600 Extended/major medical plans: These plans cover medical and hospital services not covered by basic provincial medical/hospital plans. These services generally include prescription drugs and often include vision-care coverage. The plan may pay only a percentage of the cost of eligible expenditures and may require a small annual deductible.

6680 Accidental Death and Disability plan: Covers the employee for death or disability due to an accident. The death benefits are often identical to the life insurance plan benefits.

6720-6780 Long-term disability/income continuance plan: Provides an income guarantee to employees who may be disabled permanently or for a long period of time. This plan often supplements a sick-leave credit plan and/or a short-term weekly indemnity plan.

6800-6840 Short-term/weekly indemnity plan: This insurance plan supplements or replaces a sick-leave credit plan and is often a 'bridge' to a long-term disability plan. There is often a waiting period of at least three days for non-hospitalized sickness and the duration of benefits, which are generally in the area of 65 to 70 per cent of normal salary, is typically limited to 26 weeks or less.

6880 Early retirement: These clauses generally deal with the effect on pension benefits for employees who are permitted to retire early. Agreements may also include early retirement incentive programs to reduce the workforce. These incentives typically offer unreduced pension benefits and/or pension supplements or bridging benefits to employees who qualify, normally based on an age plus years of service factor. One common factor is 75, which means that an employee who is 50 years of age with at least 25 years of service or a similar combination, would qualify for the early retirement program.

6910 Mandatory retirement: Agreements may mention a compulsory retirement age; however, most of these agreements allow employment extensions beyond retirement age on mutual agreement.

6920 Dental plan: Dental plans normally reimburse a percentage of the cost of dental services, generally with annual and lifetime maximums for some or all services. For example, a plan may reimburse 80 per cent of the provincial dental fee schedule for basic services, 50 per cent for major or orthodontic services, to an annual maximum of $1,000 per person and a lifetime maximum of $2,500 per person for orthodontics.

6960 Vision-care plan: A reimbursement plan for prescription lens and frames and occasionally contact lens. It may be a stand-alone plan or part of the extended health plan. The plans typically reimburse a maximum specified amount per insured employee or dependent every 24 months, 12 months for dependents under 18.

7000-7005 Health and welfare plans which do not apply to part-time employees: Agreements are often unclear on this matter. Participation may be optional or may vary by type of part-time employee. We therefore assume that part-time employees are eligible for the plan unless they are specifically excluded or it is clearly implied. For example, if the agreement states that the plan is for 'permanent' employees, we assume that most part-time employees are excluded.

7500 Occupational health and safety committee: *The Occupational Health and Safety Act* provides for mandatory joint committees in establishments with 10 or more employees.

7730 VDT clause: This provision is intended to safeguard the health and safety of employees who work with video-display terminals. At the minimum, the clause typically will permit temporary transfers for pregnant operators; however, many clauses will also provide for maximum work periods, rest periods, eye exams, and work-station ergonomics such as illumination.

7740 No-smoking clause: Although still very rare, these clauses generally ban smoking in the workplace or restrict smoking to designated areas.

7840 Workers' Compensation supplement: This supplement, usually to full pay, is for workers injured on the job. The supplement may be paid for the entire duration of the disability or WCB compensation, or the duration may be limited to a specified period such as 12 months. The supplement is occasionally deducted from the employee's sick-leave credits. Advances to the employee pending settlement of the claim are excluded.

7940 Prescription safety glasses: Workers are reimbursed for prescription safety glasses if safety glasses are required on the job. This differs from a vision-care plan which assists workers and their dependants with the cost of prescription glasses/lens for everyday use.

8000-8010 Paid bereavement leave: *The Labour Standards Act* provides for five days' unpaid leave for bereavement in the immediate family if the employee has at least three consecutive months' service.

8025 Compassionate leave: Leave for personal or family emergencies or events, other than bereavement.

8040 Personal leaves of absence: A special unpaid leave which may be granted at the discretion of the employer for good/valid/sufficient reason.

8190 Paid paternity leave: This paid leave of one to three days is generally available to the father on the day of birth or immediately after.

8191 Paid maternity leave: Includes partly paid leave such as employer supplements to UIC benefits.

8195-8220 Adoption and paternity leave (unpaid): *The Labour Standards Act* currently provides for six weeks' leave after 12 months' service. Employees must give the employer four weeks' prior notice to begin leave and 14 days' notice to resume work.

8240-8350 Maternity leave (unpaid): *The Labour Standards Act* provides for 18 weeks' leave after 12 months' service. Employees must give the employer four weeks' prior notice to begin leave and 14 days' notice to resume work.

8400 Witness/jury duty leave supplement: Under *The Jury Act*, employees cannot be dismissed from employment because they were summoned for jury service or were required to serve on a jury. Most agreements provide for a pay supplement for employees on this leave. Employees may be paid their regular salary and then turn over to the employer any court compensation received, less payment for expenses; or, the employer pays the difference between the compensation and regular salary.

8420 Paid personal health-care leave: These clauses allow and control leaves for personal preventive medical health and dental care appointments. In most cases, there is a maximum number of hours allowed annually which may or may not be deducted from sick-leave credits, or may be deducted from sick-leave credits only if the time used exceeds the maximum allowed.

8500 Education leave: The usual duration of this leave is nine to 12 months. There may be a minimum service requirement and a return-of-service commitment may also be required.

8551-8552 Public office leave: Under *The Labour Standards Act*, employers must grant employees reasonable leave to seek the nomination, run as a candidate, and to fulfil the duties of any municipal, provincial, or federal elected office. Employees must be reinstated, without loss of any privilege connected with seniority, when the leave is over.

8553 Voting leave: *The Election Act* states that employees must be given at least three consecutive hours to vote in provincial elections without penalty or loss of wages.

8554 Leave to write exams: Includes trade exams or exams for employer-approved courses.

8555 Leave for court appearance or incarceration: This usually applies to employees accused of an offence unrelated to their job.

8556 Other leaves: Includes leaves to process citizenship applications, to prepare retirement documents and applications, or for pre-retirement counselling or extended vacations, etc.

9220, 9240 Protective clothing/uniforms: According to a Minimum Wage Board Order, employers in hotels, restaurants, educational institutions, hospitals, and nursing homes, (excluding registered nurses), who require their employees to wear uniforms or special clothing, must provide the clothing free of charge and must absorb the cost of cleaning and repair. Agreements in these or other types of establishments may provide for the supply or cost-sharing of uniforms or special clothing and the upkeep of same. Excludes safety equipment and apparel.

9300 Subsistence allowance: This provision assures reimbursement to employees for expenses incurred while travelling on employer business.

9350-9375 Travel allowance: Employees are generally reimbursed for using their private vehicles on employer business.

9380 Tools: Employers may supply all required tools or they may supply only certain tools such as metric tools. Or employees may be required to supply their own tools and the employer will provide insurance or replace damaged tools or tools lost due to fire and theft.

9410-9412 Equal pay: This provision ensures pay equity regardless of sex, age or other factors. Equal pay for equal work regardless of sex is provided for in *The Labour Standards Act.*

9413 Affirmative action: These programs increase the representation and advancement opportunities of women, native persons, and handicapped persons in the workplace. In most cases, agreements only state that a committee will be established.

9414 Harassment clause: These clauses typically define harassment (including sexual harassment) and state the steps that will be used to deal with reported cases.

9415 Job sharing: This is the sharing of a full-time job, usually by two employees.

9440 Labour/management committee: These committees deal with general matters of mutual concern. The committee does not get involved in the grievance procedure or negotiations for agreements.

9450-9460 Duration of agreement: The 'term of agreement' clause in an agreement generally specifies the notice period when either party can give notice to the other party that they wish to terminate the agreement or negotiate revisions. (*The Trade Union Act* provides for a minimum of 30 days and a maximum of 60 days before the expiry date of the agreement.) Some clauses specifically state that the terms of the agreement continue in force after expiry until a new agreement is concluded. This is also provided for in *The Trade Union Act.*

9500 Types of part-time employees: If agreements mention or provide for part-time employees of various types, we assume there are some working in the bargaining unit when in actual fact there may not be any.

9600 Special/lower wage rates for new or part-time employees: Some agreements provide for a low starting rate, or a special/lower wage rate for part-time employees such as students and casual employees, regardless of the occupation group they are working in.

9620 Lump-sum/signing bonus: This payment is generally provided to employees in lieu of a wage rate increase for the first year of an agreement.

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Appendix C

List of Agreements Included in the Study by Industry and Union

Employer/Location	Union	No. of Employees*	Expiry Date YY/MM/DD
Agriculture and Related			
Star Egg/Saskatoon	UFCW	12	92/09/30
Logging and Forestry			
Woodlands Enterprises/Prince Albert	IWA	174	92/03/31
Mining			
Avonlea Minerals/Wilcox	ECWU	7	92/04/14
Millar Western Industries/Landis	ECWU	16	92/04/30
Sifto Canada (NAMSCO)/Unity	ECWU	69	93/04/15
Potash Corporation of Saskatchewan/Rocanville	EMPS ASSOC	273	93/06/30
Central Canada Potash/Colonsay	USWA	361	93/04/30
Potash Company of America/Saskatoon	USWA	75	93/04/30
Manufacturing			
McGavin Foods/Regina, Moose Jaw, Yorkton	BCTW	33	92/03/15
Weston Bakeries/Regina, Moose Jaw, Saskatoon	BCTW	124	93/03/15
Inland Cement (Office)/Regina	BISBFH	7	91/12/31
Lafarge Canada/Saskatoon	BISBFH	5	93/12/31
Supreme Steel/Saskatoon	BSOIW	35	91/12/31
Akzo Chemicals/Saskatoon	ECWU	17	94/03/31
Consumers Co-op Refinery/Regina	ECWU	401	93/01/31
Prairie Malt/Biggar	ECWU	51	94/09/17
Blackwoods Beverages/Yorkton	EMPS ASSOC	12	93/09/30
Develcon Electronics/Saskatoon	EMPS ASSOC	62	92/06/30
Mercury Graphics (Bindery)/Saskatoon	GCIU	11	93/02/14
Western Cheque Printers/Saskatoon	GCIU	7	93/02/14
Fripp Fibre Forms/Tisdale	IWA	28	92/05/31
MacMillan Bloedel/Hudson Bay	IWA	123	93/03/31
Norsask Forest Products/Meadow Lake, Green Lake	IWA	80	94/04/30
R L Cushing Millwork/Moose Jaw	IWA	22	92/08/31
Sask Forest Products/Hudson Bay, Carrot River	IWA	275	93/03/31
AFG Glass/Regina	PAT	6	93/02/28
Beverage Central/Saskatoon	RWDSU	29	91/12/31
Leon-Ram Enterprises/Yorkton	RWDSU	59	93/05/31
McGavin Foods/Saskatoon/Prince Albert	RWDSU	23	93/09/30
Moose Jaw Packers	RWDSU	45	92/04/30
Morris Industries/Yorkton	RWDSU	54	92/11/30
Plains Poultry/Wynyard	RWDSU	160	93/01/31
Swift Current Bottlers	RWDSU	12	92/12/31
Western Auto Rebuilders/Saskatoon	RWDSU	66	93/11/30

Employer/Location	Union	No. of Employees*	Expiry Date YY/MM/DD
Canada Concrete/Saskatoon	Teamsters	9	93/12/31
Beverage Central/Regina, Moose Jaw	UFCW	89	93/09/26
Blackwoods Beverages/Regina	UFCW	60	93/09/30
CSP Foods/Nipawin	UFCW	58	92/07/31
Intercontinental Packers/Saskatoon	UFCW	760	94/03/31
Isman Hide and Leather/Regina	UFCW	9	92/04/30
Molson Sask Brewery/Regina	UFCW	86	94/03/31
Sask Brewers Association/Province-wide	UFCW	75	94/03/31
Canaday's Apparel/Moose Jaw	UGW	70	93/11/17
Dominion Bridge/Regina	USWA	45	94/02/28
Federal Pioneer/Regina	USWA	175	94/01/31
Inland Metal Manufacturing/Regina	USWA	9	92/06/30
International Mill Service/Regina	USWA	25	94/03/31
Inventronics/Moose Jaw	USWA	31	94/05/31
IPSCO/Regina	USWA	760	93/10/31
Master Manufacturing/Moose Jaw	USWA	8	92/04/30
Saxby Welding and Machine Shop/Regina	USWA	14	92/02/28
South Sask Steel/Regina	USWA	17	94/03/31
Westank-Willock/Regina	USWA	75	92/07/31
Construction			
Boilermaker Contractors' Association (Construction)/Province-wide	BISBFH	200	92/06/30
Geco Steel/Regina	BSOIW	36	94/04/30
Refrigeration Installations/Regina, Saskatoon	CAIMAW	30	93/04/12
Provincial Labourers Agreement (Foundation Piling)/ Province-wide	CGW	400	92/04/30
Provincial Glaziers Agreement (Construction)/Province-wide	PAT	180	94/04/30
Industrial Contractors Association/Province-wide	PPF	270	93/06/30
Transportation, Storage			
Sask Abilities Council/Prince Albert	CUPE	15	92/03/31
Wholesale Trade			
Russelsteel/Regina	BISBFH	9	94/03/04
Petro Canada (Distribution Terminal)/Saskatoon	ECWU	7	92/01/31
ICG Propane Gas/Province-wide	IUOE	44	92/11/30
Westcan International Trucks/Regina	PAT	28	91/02/28
Medis Prairie Drugs/Regina	RWDSU	53	91/12/31
Regina News/Regina	RWDSU	24	93/09/30
Western Grocers/Regina	RWDSU	82	91/07/27
Fort Garry Industries/Regina	Teamsters	5	92/07/02
Acklands Ltd/Yorkton	UFCW	6	93/10/31
J I Case/Regina	USWA	37	93/04/15

Employer/Location	Union	No. of Employees*	Expiry Date YY/MM/DD
Retail Trade			
Regina Motor Products	CBRT	34	92/12/31
Battlefords and District Co-op Association/ North Battleford	RWDSU	134	92/12/12
Beeland Co-op Association/Tisdale	RWDSU	63	95/01/31
Humboldt Co-op Association	RWDSU	52	92/12/31
Kindersley Co-op Association	RWDSU	37	92/03/31
Wynyard Co-op Association	RWDSU	17	93/01/31
Yorkton Co-op Association	RWDSU	59	93/04/30
Saskatoon Co-op Association	UFCW	359	92/12/19
Finance, Insurance and Real Estate			
SGI/Province-wide	OPEIU	1,127	91/09/30
Tisdale Credit Union	UFCW	14	91/12/31
Cadillac Fairview/Saskatoon	EMPS ASSOC	56	92/09/30
Business Service			
Westbridge (ISM) Corporation/Regina	ECWU	412	91/09/30
Mitchell Ching Law Firm/Saskatoon	USWA	18	92/12/31
Government Service			
City of Regina	ATU	225	92/03/31
City of Estevan-Police	CPA	18	92/12/31
City of Weyburn-Police	CPA	15	92/12/31
City of Estevan	CUPE	55	91/12/31
City of Lloydminster	CUPE	76	93/12/31
City of Moose Jaw	CUPE	165	91/12/31
City of Regina (inside workers)	CUPE	399	91/12/31
City of Regina (outside workers)	CUPE	1,291	91/12/31
Town of Humboldt	CUPE	47	91/12/31
Town of Kindersley	CUPE	31	91/12/31
City of North Battleford	IAFF	13	92/12/31
City of Regina	IAFF	300	91/12/31
City of Swift Current	IBEW	9	91/12/31
Town of Assiniboia	SEIU	12	92/12/31
Town of Shaunavon	SEIU	8	93/03/31
Education Service			
Regina Public School Division No. 4	ACTE	189	91/12/31
Assiniboia School Division No. 69	CUPE	22	92/12/31
Cupar School Division No. 28	CUPE	8	91/12/31
J M Cuelenaere Library/Prince Albert	CUPE	26	91/12/31
Kamsack School Division No. 35 (Bus Drivers)	CUPE	31	91/12/31
Kamsack School Division No. 35 (caretakers/aides)	CUPE	30	91/12/31
Lakeland Regional Library/North Battleford	CUPE	107	93/13/31

Employer/Location	Union	No. of Employees*	Expiry Date YY/MM/DD
Leader School Divison No. 24	CUPE	22	91/12/31
Melfort School Division No. 100	CUPE	24	92/12/31
Melville Composite School Board	CUPE	12	91/12/31
Moose Jaw RC School Division No. 22 (caretakers)	CUPE	17	91/12/31
Moose Jaw School Division No. 1	CUPE	100	91/12/31
Prince Albert RC School Division No. 6 (caretakers)	CUPE	16	91/12/31
Parkland Regional Library/Yorkton	CUPE	21	92/06/30
Parkland School Division No. 63/Shellbrook	CUPE	17	91/12/31
Prince Albert Rural School Division No. 56 (office)	CUPE	28	91/12/31
Regina RC School Division No. 81	CUPE	90	91/12/31
Saskatoon Public Library (librarians)	CUPE	91	91/12/31
Saskatoon School Division No. 13	CUPE	328	91/12/31
Southeast Regional Library/Weyburn, Estevan	CUPE	20	92/03/31
Yorkton Regional High School Board	CUPE	22	91/12/31
Regina Public School Division No. 4	EMPS ASSOC	55	91/12/31
Wheatland Regional Library/Saskatoon	EMPS ASSOC	10	93/12/31
Northlands College/Northern Saskatchewan	SGEU	130	91/08/31
Health, Social Service			
Battlefords Residential Services/North Battleford	CUPE	29	93/03/31
Campus Day Care/Saskatoon	CUPE	7	92/12/31
Community Health Services/Saskatoon	CUPE	93	91/12/31
Integ Management (Fort Qu'Appelle Indian Hospital)	CUPE	17	92/08/31
Prince Albert and District Community Service Centre	CUPE	10	91/09/30
M D Ambulance Care/Saskatoon	IAFF	48	94/02/24
Regina Pioneer Village	NURSES ASSOC	68	93/03/31
Associated Radiologists/Saskatoon	SEIU	11	92/03/31
Battlefords Ambulance Care	SEIU	12	93/06/30
Chantelle Management (Swift Current Care Centre)	SEIU	76	92/12/31
Moose Jaw Alcohol/Drug Abuse Society	SEIU	13	92/03/31
Help Homes of Regina	SGEU	12	91/03/31
Idylwyld Childcare Co-op/Saskatoon	SGEU	10	91/06/30
Mobile Crisis Unit/Prince Albert	SGEU	15	91/03/31
Saskatchewan Association of Special Care Homes/ 50 Homes Province-wide	SUN	355	93/03/31
Saskatchewan Health-Care Association/ 118 Hospitals Province-wide	SUN	5,446	93/03/31
Salvation Army (Rehabilitation Centre)/Regina	UFCW	24	93/03/31
Accommodation, Food, Beverage Service			
Delta Bessborough Hotel/Saskatoon	CBRT	162	93/07/31
Hotel Saskatchewan (Barbican)/Regina	CBRT	63	92/02/28
Place Riel Society/Saskatoon	CUPE	126	91/12/31
Victoria Inn/Regina	HERE	14	93/10/31
Canway Food Services (SaskTel)/Regina	RWDSU	8	91/06/30

Employer/Location	Union	No. of Employees*	Expiry Date YY/MM/DD
Imperial 400 Motel/Yorkton	RWDSU	34	93/08/03
Marriott Food Services (City Hall)/Regina	RWDSU	7	92/06/30
Cara Operations/Saskatoon	UFCW	11	94/07/31
Other Service			
Canadian Linen Supply/Saskatoon	RWDSU	54	92/12/31
Nashua Photo Products/Saskatoon	RWDSU	49	93/04/30
Royal Canadian Legion Branch No. 1/Regina	RWDSU	32	92/02/28
		19,803	

*Includes part-time employees